



**ST MARY'S UNIVERSITY**

**SCHOOL OF GRADUATE STUDIES**

**DEPARTMENT OF SOCIOLOGY**

**EXAMINING THE DISCREPANCY BETWEEN JOB SEEKERS AND EMPLOYMENT  
OPPORTUNITIES FOR FRESH GRADUATES IN ADDIS ABABA, ETHIOPIA**

**BY**

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**SUBMITTED TO SOCIOLOGY DEPARTMENT, SCHOOL OF POST GRADUATE  
STUDIES ST MARY'S UNIVERSITY IN PARTIAL FULFILMENT OF  
REQUIREMENTS FOR MASTER OF SOCIOLOGY**

**June, 2024**

**Addis Ababa, Ethiopia**

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## APPROVAL SHEET

As members of Board examiners of the final thesis open defense examination, we certify that we have read and evaluated the thesis prepared by Betelehem Wodajo entitled “The gap between job seekers and available job opportunities in the case of fresh graduates found in Addis Ababa, Ethiopia” and examined the candidate. We recommend that thesis be accepted as fulfilling the thesis requirement for the degree of Masters in Sociology.

### Approved by Board of Examiners

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## ENDORSEMENT

As thesis research adviser I hereby certify that I have read and evaluated this thesis prepared under my guidance, by Betelehem Wodajo, entitled “The gap between job seekers and available job opportunities in the case of fresh graduates found in Addis Ababa, Ethiopia” and I recommend that it be submitted fulfilling the thesis requirement.

Adviser: Dr. Baharu G/yesus

Signature\_\_\_\_\_ Date\_\_\_\_\_

## **DECLARATION**

I undersigned, declare that this thesis is my original work and has not been conducted or executed for a title of Betelehem Wodajo in St. Mary's University school of graduate studies department of Sociology, and that all sources of materials used for the research work have been duly acknowledged.

Name: Betelehem Wodajo

Signature: \_\_\_\_\_

Place: St. Mary's University

Date: June, 2024.

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## **LIST OF ABBREVIATIONS**

ANOVA	Analysis of variance
MOE	Ministry of Education
SPSS	Statistical Package for Social sciences
SD	Standard deviation
P	Level of Significance
VIF	Variance Inflation Factor

## ABSTRACT

*The aim of this study is to Examining the Discrepancy between Job Seekers and Employment Opportunities for Recent Graduates in Addis Ababa, Ethiopia. Descriptive research design and a quantitative research approach were employed. The target population comprised 384 fresh graduates in Addis Ababa, selected from a total of 4805 unemployed 2024 graduates, based on data obtained from the Ministry of Education in Ethiopia. Using a simple random sampling technique, 358 respondents were selected. The collected data were analyzed using SPSS version 20, with correlation and multiple regression analyses employed to examine the relationship between dependent and independent variables. Descriptive statistics and explanatory statistics, such as multiple linear regressions, were utilized to analyze the data. The main finding of study shows that collaboration between employers and educational institutions is not effective in aligning the skills and qualifications of fresh graduates with the needs of the local job market. This highlights the importance of fostering partnerships between stakeholders to bridge the gap between job seekers and opportunities in Addis Ababa. Addressing issues such as lack of relevant skills and experience, current economic climate, lack of networking and communication, and industry-specific demand is essential in narrowing this gap and creating more opportunities for job seekers. By addressing these challenges, stakeholders in Addis Ababa can work towards a more inclusive and accessible job market for fresh graduates.*

**Keywords:** Job seekers, Available job opportunities, Fresh graduates

# **CHAPTER ONE**

## **INTRODUCTION**

This chapter was discussed the background of the research, research objectives and questions, hypotheses of the research, the scope of the study, significance of the study and organization of the study will state briefly.

### **1.1: Background of the Study**

Unemployment is a pervasive global issue that affects economies worldwide, manifesting in both developed and developing countries. According to the International Labour Organization (ILO), global unemployment stood at 5.4% in 2020, with youth unemployment rates significantly higher, often exceeding twice the overall unemployment rate in many regions . This disparity highlights the particular challenges faced by young people in securing employment, despite advancements in education and training.

In developing countries, especially in Africa, the problem of unemployment is more acute due to several compounded factors, including rapid population growth, economic instability, and insufficient industrialization. Africa's youth unemployment rate is among the highest in the world. The African Development Bank reports that nearly 60% of Africa's unemployed are young people, with many facing long-term unemployment and underemployment . The continent's demographic dynamics, characterized by a "youth bulge," present both a potential demographic dividend and a significant challenge if job creation does not keep pace with the growing labor force.

Ethiopia, as one of Africa's fastest-growing economies, presents a microcosm of these broader continental challenges. Over the past decade, Ethiopia has experienced significant economic growth and expansion in higher education. Addis Ababa, the capital and economic hub, has seen a rapid increase in the number of higher education institutions and graduates. However, this has not been matched by a commensurate increase in job opportunities. According to the Ethiopian Central Statistical Agency, the national unemployment rate among young people aged 15-29 was 25.3% in 2018.

The mismatch between the growing number of graduates and the availability of suitable employment opportunities in Addis Ababa is stark. Many graduates find themselves in jobs that

do not match their qualifications or remain unemployed for extended periods. Several factors contribute to this employment gap. One major issue is the mismatch between the skills provided by educational institutions and the demands of the labor market. Employers frequently highlight a lack of practical skills and job readiness among graduates as significant barriers to hiring . Furthermore, economic constraints, such as limited job creation in key sectors and broader economic volatility, exacerbate these challenges.

Institutional barriers also play a significant role. University career services and job placement programs are often underdeveloped, leaving graduates without the necessary support to transition effectively into the workforce. Additionally, social and networking factors, such as access to professional networks and the influence of family connections, can significantly impact employment outcomes.

This study aims to explore these issues in depth by examining the specific factors contributing to the employment gap for recent graduates in Addis Ababa. By identifying the key barriers and challenges faced by these graduates, the research seeks to provide actionable recommendations to better align educational outcomes with labor market needs. Addressing these issues is crucial for improving employment prospects for future graduates and ensuring that the economic development of Addis Ababa and Ethiopia as a whole is inclusive and sustainable.

## **1.2: Statement of the Problem**

In today's competitive job market, one of the most pressing issues faced by Bachelor's degree fresh graduates is the gap between job seekers and available job opportunities. This gap poses a significant challenge for recent graduates who are eager to kickstart their careers and put their education into practice. The mismatch between the skills and qualifications possessed by job seekers and the requirements of available job opportunities creates an obstacle for graduates trying to enter the workforce.

Jarosch (2021) provided insights into the consequences of job loss and the search for job security. The study highlighted the impact of job loss on individuals and the importance of job security in the labor market. This is an important consideration when understanding the experiences of job seekers and the challenges they face in finding stable employment. Klimkiewicz and Oltra (2017) examined the role of Corporate Social Responsibility (CSR) in enhancing employer attractiveness, particularly among millennial job seekers. The findings

indicated that CSR can influence the attitudes of job seekers towards potential employers. This underscores the importance of considering the values and principles of organizations in relation to the preferences of job seekers.

Behaghel, Crépon, and Gurgand (2014) conducted a large controlled experiment to evaluate the impact of private and public provision of counseling to job seekers. The study provided evidence on the effectiveness of counseling in supporting job seekers in their search for employment. This emphasizes the potential role of counseling services in addressing the needs of job seekers. Lorenz et al. (2016) focused on job-related barriers for individuals with autism and compared solutions within and outside of autism-specific employment. The study highlighted the specific challenges faced by individuals with autism in the labor market and proposed potential solutions to overcome these barriers. This is a critical contribution to understanding the experiences of diverse groups of job seekers.

Borjas and Cassidy (2020) investigated the adverse effect of the COVID-19 labor market shock on immigrant employment. The study shed light on the disproportionate impact of the pandemic on immigrant job seekers, emphasizing the need to consider the unique challenges faced by this population in accessing job opportunities. Gialis (2019) explored the relationship between job insecurity and well-being in rich democracies. The study provided insights into the implications of job insecurity for the overall well-being of individuals, highlighting the broader consequences of the gap between job seekers and available job opportunities.

One of the main reasons for this gap is the rapidly changing job market, which demands specific skill sets that may not have been taught in traditional educational settings. Many Bachelor's degree programs focus on theoretical knowledge rather than practical skills, leaving graduates unprepared for the demands of the modern job market. Employers are searching for candidates who have hands-on experience, strong communication skills, problem-solving abilities, and the ability to work in a team. However, many fresh graduates lack these skills, making it difficult for them to secure employment (Adams, 2018). Another factor contributing to the gap between job seekers and available job opportunities is the lack of career guidance and support provided to students throughout their academic journey. Many graduates are unsure of what career path to pursue or how to effectively market themselves to potential employers. This lack of direction often results in graduates applying for jobs that are not aligned with their skills and interests,

further widening the gap between job seekers and available job opportunities(McAlister & Robin, 2019).

To address this issue, educational institutions must equip students with the necessary skills and knowledge to succeed in the job market. This could involve implementing practical training programs, providing career counseling services, and fostering partnerships with industry leaders to ensure that graduates are well-prepared for the workforce. Additionally, employers could play a role in bridging the gap by offering internships, mentorship programs, and on-the-job training opportunities to help recent graduates gain the experience they need to stand out in the job market. Therefore, considering the existing gap, slight inconsistencies of findings at the level specific gap between job seekers and available job opportunities and importance of the topic, this study is interested to analyzing the gap between job seekers and available job opportunities in the case of fresh graduates found in Addis Ababa, Ethiopia.

### **1.3: Research Question**

1. To what extent do relevant skills and experience impact the gap between job seekers and available job opportunities for fresh graduates?
2. To what extent do networking and connections influence the gap between job seekers and available job opportunities for fresh graduates?
3. To what extent does industry-specific demand affect the gap between job seekers and available job opportunities for fresh graduates?

### **1.4: Research Objective**

#### **1.4.1: General Objective**

The general objective of this study was to Examining the Discrepancy between Job Seekers and Employment Opportunities for fresh Graduates in Addis Ababa, Ethiopia

#### **1.4.2: Specific Objectives**

Based on the general objective, the specific objectives of this study are the following.

1. Determine the impact of relevant skills and experience on the gap between job seekers and available job opportunities for fresh graduates.
2. Investigate the influence of networking and connections on the gap between job seekers and available job opportunities for fresh graduates.
3. Analyze how industry-specific demand affects the gap between job seekers and available job opportunities for fresh graduates.

### **1.5: Significance of the Study**

The significance of study is important is because it sheds light on the challenges faced by fresh graduates in finding suitable employment. Despite completing their education and acquiring the necessary skills, many young people in Addis Ababa struggle to secure decent job opportunities. This leads to frustration, underemployment, and even unemployment, which can have long-term negative effects on their well-being and the country's economic growth.

By studying the gap between job seekers and available job opportunities, policymakers, educators, and employers can gain a better understanding of the root causes of the problem. This can help them to tailor their interventions and strategies to address the specific needs of fresh graduates and ensure that they are better equipped to compete in the job market.

The researcher believes that this thesis will be helpful for those readers and researchers as starting point in the area to have some understandings of the underlying challenges. In today's public sector dynamism and a world of globalization, it could serve as a reference for further research studies for those who are interested in undertaking on the gap between job seekers and available job opportunities.

### **1.6: Scope of the Study**

The study was undertaken within the gap between job seekers and available job opportunities are particularly worrisome in Addis Ababa, the capital city of Ethiopia. This study aims to investigate the scope of this problem and understand the factors contributing to the mismatch between the skills of fresh graduates and the demands of the job market in Addis Ababa.

Conceptual scope the operational variable was lack of relevant skills and experience, lack of networking and connections, current economic climate and Industry-specific demandand

aspects of the study was in greater detail and collect data without incurring significant travel costs. Methodological scope the data collected based on qualitative and quantitative methods will be employed on fresh graduates.

### **1.7: Limitation of the study**

One of the main limitations of the study on the gap between job seekers and available job opportunities in Addis Ababa is the lack of comprehensive data on the number of fresh graduates entering the job market each year. While general statistics may be available, there is often a lack of detailed information on the specific skills and qualifications of these graduates, making it difficult to assess the extent of the mismatch between supply and demand in the job market.

Another limitation is the limited scope of many studies, which often focus on specific industries or sectors, rather than taking a holistic view of the job market as a whole. This can result in a narrow understanding of the challenges faced by fresh graduates, as well as the potential opportunities that may exist in other sectors. Furthermore, many studies on this topic rely heavily on self-reported data from job seekers, which may not always be reliable or accurate. This can lead to biased results and a limited understanding of the underlying factors contributing to the gap between job seekers and available job opportunities.

### **1.8: Organization of the Thesis**

This study was organized in five chapters. Chapter one incorporated about the introduction, background of the study, statement of the problem, objectives of the study, and research question, hypothesis, significance of the study, and scope of the study. Chapter two provides an overview of the state-of-the-art analysis of the existing literature which included theoretical, empirical related literature review and conceptual framework of the study. Chapter three presented the methodology which included the research approach as well as describes the data collecting and analysis methods. The fourth chapter presented the findings of the study and a discussion of the findings within the context of previous studies and the theories that reinforce the study. The fifth and final chapter presents summary of the findings, conclusions, and recommendations arising from the study.

## **CHAPTER TWO**

### **REVIEW OF RELATED LITERATURE**

This chapter is aimed to present a review of related literature that is done by various researchers on the effect of job design on employee performance. Therefore, this chapter mainly focuses on the concepts of job design, theories of job design, the theoretical framework of the study, empirical studies and conceptual framework of the study.

#### **2.1: Theoretical Review**

##### **2.1.1 Concept of job seekers**

The concept of job seekers is a fundamental aspect of the workforce that involves individuals actively looking for employment opportunities. These individuals may be recent graduates, experienced professionals seeking a career change, or individuals who have been laid off from their previous jobs. Job seekers often invest a significant amount of time and effort into their job search, as finding a suitable job that aligns with their skills, experience, and career goals can be a challenging and competitive process. Job seekers typically utilize various resources and strategies to maximize their chances of securing employment. This may include creating an updated resume and cover letter, networking with industry professionals, attending job fairs, utilizing online job search platforms, and engaging with recruitment agencies. Additionally, job seekers may also participate in interviews, assessments, and other selection processes as part of the job application process (Lepak, D., & Gowan, M. (2010).

The concept of job seekers highlights the importance of being proactive, resilient, and adaptable in the face of changing job market dynamics and economic conditions. In today's rapidly evolving job market, job seekers must constantly update their skills, knowledge, and qualifications to remain competitive and enhance their employability. Furthermore, job seekers must be able to effectively navigate the challenges and uncertainties associated with job hunting, such as rejections, setbacks, and delays in the recruitment process (Baruch, 2004).

##### **2.1.2: Concept of job opportunities**

As fresh graduates enter the workforce, they often face the challenge of searching for available job opportunities that align with their skills, interests, and career goals. Job opportunities for

fresh graduates refer to the various possibilities for employment that are open to individuals who have recently completed their education and are ready to start their professional careers. The concept of available job opportunities for fresh graduates is crucial as it serves as a gateway for them to transition from being students to becoming working professionals. These opportunities can come in the form of entry-level positions, internships, apprenticeships, or graduate programs offered by companies across different industries. They provide a platform for fresh graduates to gain practical experience, develop their skills, and kickstart their careers (Doyle, 2021)).

The definition of available job opportunities for fresh graduates also encompasses factors such as job market demand, industry trends, and economic conditions. In today's competitive job market, fresh graduates need to stay informed about the job opportunities that are available to them and actively pursue those that best fit their qualifications and career aspirations. This may involve networking, attending career fairs, utilizing job search websites, and seeking guidance from career counselors or mentors (Roth, 2020).

### **2.1.3: Gap between job seekers and available job opportunities**

**Mismatch in Labor Market** The transition from education to the labor market is often challenging for fresh graduates due to over education, over skilling, and education-job mismatches (Xu, 2013). This mismatch can lead to unemployment or underemployment, creating a gap between job seekers and available job opportunities. Additionally, recent research suggests strong evidence of differential treatment by race in the labor market for recent college graduates, further exacerbating the gap (Cegielski& Jones-Farmer, 2016).

**Employer Expectations** Employers seek specific skills and competencies when hiring fresh graduates. Interpersonal skills, critical thinking/problem-solving skills, and listening skills are rated as important by employers (Nunley et al., 2015). Employers also look for problem-solving skills and interpersonal skills before hiring graduates (Figueiredo et al., 2017). This highlights the importance of soft skills in the job market. Furthermore, employers' ratings of importance of skills and Competencies College graduates need to get hired vary, suggesting a need for a more comprehensive understanding of employer requirements (Baird &Parayitam, 2019).

**Factors Influencing Unemployment** Factors influencing unemployment among fresh graduates include demanding attitudes and the need to adopt more employability skills to secure job placements (Groh et al., 2016). Additionally, a case study conducted in Klang Valley, Malaysia,

identified various factors such as lack of skills, job market conditions, and personal characteristics contributing to unemployment among fresh graduates (Hossain et al., 2018). This emphasizes the multifaceted nature of unemployment among fresh graduates and the need for a deeper exploration of these factors.

While the literature provides valuable insights into the gap between job seekers and available job opportunities for fresh graduates, several knowledge gaps exist. Future research could focus on understanding the specific employability skills that fresh graduates need to develop to bridge the gap, exploring the long-term impact of wage subsidy programs on employment opportunities for fresh graduates, and investigating the psychological implications of unemployment among job seekers. Additionally, given the increasing complexity of the job market, more research is needed to understand the evolving skill demands and the changing landscape of young graduates' employment (Figueiredo et al., 2017).

#### **2.1.4: Factor of gap between job seekers and available job opportunities**

##### ***2.1.4.1: Lack of Relevant Skills and Experience***

The transition from being a student to entering the workforce can be challenging for fresh graduates due to the perceived lack of relevant skills and experience. Moore and Morton (2017) discussed the "myth of job readiness" and the skills gap in higher education. The study highlighted the importance of written communication and employability skills in the context of job readiness for fresh graduates. This finding emphasizes the significance of addressing specific skill gaps to improve the job prospects of fresh graduates.

In a similar vein, McMurray, Dutton, McQuaid, and Richard (2016) examined the demands placed on business graduates by employers. Their study shed light on the specific skills and competencies that employers seek in fresh graduates, indicating a misalignment between the skills possessed by graduates and the skills demanded by employers. This contributes to the growing gap between job seekers and available job opportunities.

Furthermore, the study by McGunagle and Zizka (2020) provided insights into the employability skills required for 21st-century STEM students from the perspective of employers. The findings underscored the need for graduates to possess a diverse set of skills, including technical,

analytical, and interpersonal skills, to be competitive in the job market. This suggests a potential gap in the skill sets of fresh STEM graduates.

Addressing the gender dimension of skill gaps, Ek (2015) examined gender differences in health information behavior and found that gender-based disparities may also extend to other domains, including skills and employability. This highlights the need for further research into gender-specific skill gaps and their implications for job opportunities for fresh graduates.

In the context of economic uncertainty and its impact on job uncertainty and well-being, Godinic, Obrenovic, and Khudaykulov (2020) provided insights into the broader socio-economic factors that contribute to the challenges faced by job seekers. Their findings suggest that external factors, such as economic instability, can exacerbate the skill gap issue and hinder the job prospects of fresh graduates.

#### ***2.1.4.2: Lack of networking and connections***

The transition from college to the workforce can be challenging for fresh graduates, particularly due to the lack of networking opportunities and connections that help bridge the gap between job seekers and available job opportunities. Networking and job opportunities Research have shown that job seekers benefit significantly from networking and connections. A study by Obukhova and Lan (2013) found that job seekers who leverage their contacts during the job search process are more likely to find suitable job opportunities. Similarly, Kenthapadi, Le, and Venkataraman (2017) emphasized the importance of personalized job recommendation systems in enhancing job seekers' access to suitable job opportunities. These findings underscore the critical role of networking and connections in narrowing the gap between job seekers and available job opportunities.

Barriers to employment for fresh graduates Lindsay et al. (2015) highlighted the barriers to employment for youth transitioning from education to the workforce. The study emphasized the ecological approach in understanding these barriers and identified the perspectives of youth, employers, and job counselors. This research provides valuable insights into the challenges faced by fresh graduates in accessing job opportunities due to various barriers.

Social networking and job search Social networking platforms have emerged as important tools for job seekers. Lomicka and Lord (2016) discussed the relationship between social networking

and language learning, emphasizing the potential for social networking to facilitate job search and career development. Moreover, the study by Boselli et al. (2017) introduced the concept of a labor market intelligence system for classifying web job vacancies, highlighting the potential of technology in enhancing job search processes.

Person-job fit and talent recruitment Qin et al. (2018) and Qin et al. (2020) proposed neural network approaches to enhance person-job fit for talent recruitment. These studies focused on leveraging advanced technologies to match job seekers with suitable job opportunities, addressing the gap between job seekers and available positions.

#### ***2.1.4.3: Industry-specific demand***

The demand for fresh graduates in the job market is an important factor that impacts the employability of these individuals. Rujnić-Sokele and Pilipović (2017) highlighted the challenges and opportunities of biodegradable plastics. While their focus was not directly related to job opportunities for fresh graduates, their work emphasizes the importance of understanding industry-specific demands and opportunities. This suggests that research into industry-specific job demands for fresh graduates is essential for understanding and addressing the employability challenges they face.

Sacks and Pikas (2013) conducted a study on Building Information Modeling (BIM) education for Construction Engineering and Management. Their research emphasized industry requirements and identified gaps in the current state of education. This highlights the importance of aligning educational programs with industry needs to enhance the employability of fresh graduates. Hensvik, Barbanchon, and Rathelot (2020) investigated job search behavior during the COVID-19 crisis. While their focus was on a specific crisis period, their findings shed light on the dynamics of job search and the importance of understanding industry-specific job demand fluctuations. This is crucial for fresh graduates seeking to enter the job market in uncertain economic conditions.

Schnepel (2018) examined the relationship between good jobs and recidivism, emphasizing the impact of job quality on individuals' likelihood of reoffending. This highlights the importance of not only securing a job but also the quality and suitability of the job in relation to an individual's skills and needs. Understanding industry-specific demand for fresh graduates can contribute to creating opportunities for meaningful employment, potentially reducing the risk of recidivism.

Attiya, Elaziz, and Xiong (2020) delved into job scheduling in cloud computing, utilizing an optimization algorithm. While not directly related to fresh graduates, their work underscores the importance of matching job skills with industry demands, a critical aspect for fresh graduates seeking employment. Omar, Manaf, Mohd, Kassim, and Aziz (2012) conducted a study on graduates' employability skills based on current job demand through electronic advertisement. Their research provides valuable insights into the skills demanded by the job market, highlighting the importance of aligning educational programs with industry needs to enhance graduates' employability.

#### ***2.1.4.4: Current economic climate***

The current economic climate has created a challenging landscape for fresh graduates seeking job opportunities. Stuart et al. (2011) found that graduates from affluent families are more likely to obtain professional jobs and experience higher earnings growth in the labor market. This indicates that socioeconomic background plays a significant role in shaping the career trajectories of fresh graduates. This finding underscores the importance of understanding how socioeconomic factors contribute to the job-seeking experience of fresh graduates, especially those from less privileged backgrounds.

Crawford et al. (2016) examined the relationship between higher education, career opportunities, and intergenerational inequality. Their study emphasizes the impact of educational background on career prospects, particularly in the context of intergenerational mobility. This highlights the need to explore how educational attainment influences the job search process and subsequent employment outcomes for fresh graduates from different socioeconomic backgrounds.

Wakeling and Savage (2015) focused on entry to elite positions and the stratification of higher education in Britain. Their findings shed light on the role of educational stratification in shaping access to elite career opportunities. This suggests that the prestige and reputation of educational institutions may influence the job prospects of fresh graduates. Future research could delve deeper into the impact of educational prestige on job opportunities for fresh graduates, particularly in different socioeconomic contexts.

In the study by Brunner and Kuhn (2014), the impact of labor market entry conditions on initial job assignment and wages was examined. Their findings underscore the significance of labor market conditions in shaping the initial job outcomes of fresh graduates. This highlights the need

to explore how macroeconomic factors, such as the overall economic climate, influence the job-seeking experience of fresh graduates and their subsequent career trajectories.

Nunley et al. (2015) investigated racial discrimination in the labor market for recent college graduates, providing evidence from a field experiment. Their study demonstrated the presence of racial discrimination in the hiring process, which has implications for the job prospects of fresh graduates from different racial backgrounds. This highlights the need to address issues of discrimination and inequality in the job market, especially for marginalized groups of fresh graduates.

Furthermore, Jarosch and Pilossoph (2018) explored statistical discrimination and duration dependence in the job finding rate. Their findings point to the presence of statistical discrimination in the job market, indicating that certain characteristics of job seekers may influence their job finding rate. This suggests the need for further research to understand how statistical discrimination affects the job search process and subsequent employment outcomes for fresh graduates.

Overall, the existing research provides valuable insights into the factors contributing to the gap between job seekers and available job opportunities for fresh graduates. However, there are several knowledge gaps that warrant further investigation. Future research could explore the intersection of socioeconomic background, educational prestige, labor market conditions, and discrimination in shaping the job-seeking experience of fresh graduates. Additionally, longitudinal studies could provide a deeper understanding of how these factors influence the long-term career trajectories of fresh graduates in different economic climates. Addressing these knowledge gaps will contribute to the development of effective policies and interventions aimed at reducing the gap between job seekers and available job opportunities for fresh graduates in the current economic climate.

## **2.2: Empirical review**

The transition from education to the labor market is a critical phase for fresh graduates as they seek to find suitable job opportunities. This literature review aims to provide an empirical analysis of the gap between job seekers and available job opportunities for fresh graduates, drawing on the insights from various research studies.

Kramarz and Skans (2013) emphasize the significance of strong social ties, particularly with parents, as a determinant for where young workers find their first job. This finding suggests that family networks play a crucial role in shaping the labor market entry of young individuals. However, this insight presents a knowledge gap regarding the potential influence of other social ties, such as peers and mentors, in the job search process for fresh graduates.

Weisshaar (2018) discusses the challenges faced by individuals seeking to re-enter the labor market after family-related employment lapses. This study sheds light on the complexities of labor market re-entry and the potential barriers that individuals may encounter. Nonetheless, there is a need for further research to explore the specific challenges faced by fresh graduates in accessing job opportunities after a period of unemployment or non-participation in the labor force.

Mueller, Spinnewijn, and Topa (2021) examine job seekers' perceptions and employment prospects, highlighting the heterogeneity, duration dependence, and bias that may influence labor market outcomes. This research finding underscores the need to consider individual-level factors and biases that could contribute to the gap between job seekers and available job opportunities for fresh graduates. Future research could explore the role of perceptions and biases in the recruitment and selection processes for entry-level positions.

In a study on public sector employment preferences, Walle, Steijn, and Jilke (2015) investigate the impact of extrinsic motivation, public service motivation (PSM), and labor market characteristics on job preferences in different countries. While this study focuses on public sector employment, it raises questions about the influence of motivational factors on the job search and employment decisions of fresh graduates in the private sector. Exploring the interplay between motivational factors and job opportunities could provide valuable insights into the gap between job seekers and available positions.

Jusoh, Simun, and Chong (2011) explore the expectation gaps, job satisfaction, and organizational commitment of fresh graduates, considering the roles of graduates, higher learning institutions, and employers. This study highlights the importance of aligning expectations and experiences in the labor market entry process. However, there is a need for further research to examine the specific mismatches between the skills and attributes of fresh graduates and the requirements of available job opportunities.

Osmani, Weerakkody, Hindi, and Eldabi (2019) conduct a review of graduates' employability skills in relation to market demand. This research emphasizes the importance of aligning graduates' skills with the needs of the labor market. However, future research could delve into the specific skill gaps that hinder fresh graduates from securing suitable employment opportunities, thereby contributing to a better understanding of the job seeker-job opportunity gap. Hossain et al. (2018) investigate the factors influencing unemployment among fresh graduates in the context of Klang Valley, Malaysia. This study provides insights into the regional dynamics of unemployment and the specific challenges faced by fresh graduates in a particular location. Extending this research to comparative studies across diverse regions could offer valuable insights into the variations in job seeker-job opportunity dynamics.

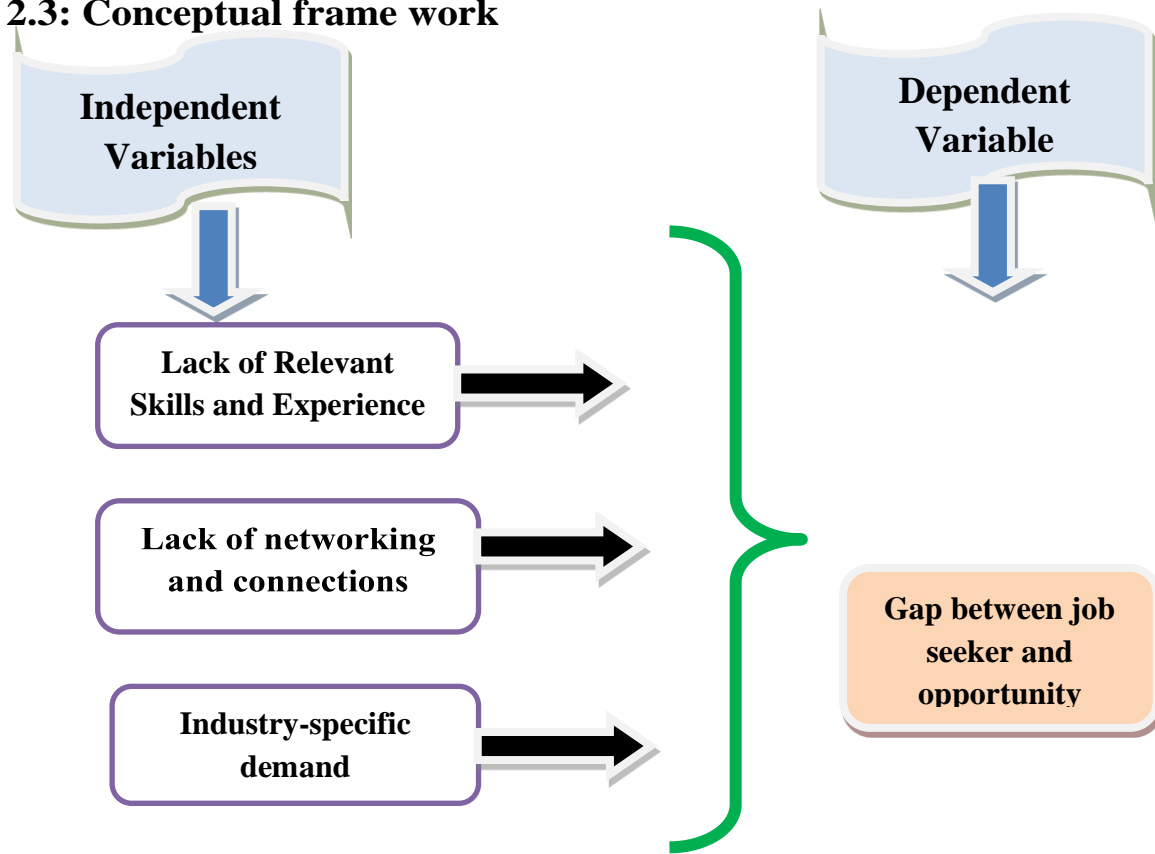
Various studies have confirmed the presence of skill mismatch is among the major causes of graduate unemployment (Getachew, 2018). The study has used snow-ball sampling technique to select graduate students of DebreBirhan university who graduated from 2011 to 2013 and purposive sampling technique were used to select employers who have employed graduates of the specified institution. According to the study about 65.9 per cent of the graduates confirmed that their level of requirement fits the kind of job they got and very significant percentage (31.5) have reported the skill they acquired during their stay at the university did not much with the job they are working. On the other hand, about 64.4 per cent of the employers who participated in the tracer study have indicated that they are satisfied with the graduate employed in their company.

Similarly, the study conducted by AAU and BDU which both are amongst the well-known public universities in Ethiopia on technology graduate students examine the presence of skill mismatch on the labor market can be a cause of unemployment. Basic computer and related technology skills among students graduating from the Medicine College and the Health Sciences College include major skill inconsistencies identified in the survey. In addition, the study found that research abilities have been acknowledged as a major limitation for graduated students. Most types of skill mismatches include research related skills for social students, computer usage, and practical implementation skill mismatches. According to the study, the skill mismatch is due to the poor design of higher education curriculum.

Important indicator of labour market insecurity for Ethiopian women in men examined by Kedir (2015) is related to the duration of unemployment which is measured by the number of months without a job. According to the study, Females faced longer unemployment spells than males both in 2006 and 2012. However, in 2012, the average number of months without work for females was 21.9 months compared to 25.2 months in 2006. With regard to school to work transition, the recent literature concentrates on making a useful contribution in incorporating specifically transition routes that are traditional neglected by showing that transitions that young people make are not always after completing a certain schooling cycle (e.g. secondary education). For instance, using data from South Africa, Pugatch (2012) examined the effect on school to work transition of re-enrolment by youth after a certain period spent dropping out of the schooling system. The study used a dynamic model of school advancement plus job-search which lets for re-enrolment after dropout and found that restriction on re-enrolments will raise the percentage by 6 percent to have completed a minimum of 12-years of schooling.

In summary, the literature reviewed suggests that the gap between job seekers and available job opportunities for fresh graduates is influenced by a myriad of factors, including social ties, employment lapses, perceptions, motivational factors, skill mismatches, and regional dynamics. While these insights contribute to a comprehensive understanding of the issue, further research is needed to address the identified knowledge gaps and explore potential future research directions. By investigating these areas, researchers can contribute to the development of effective strategies to bridge the gap between job seekers and available job opportunities for fresh graduates, ultimately facilitating a smoother transition from education to the labor market.

### 2.3: Conceptual frame work



**Figure 2.1: Conceptual framework of the study**

Source: (Getachew et al. 2018, Weisshaar et al. 2018, Nunley et al. 2015, Kenthapadi et al. 2017, Hensvik et al. 2020)

## **CHAPTER THREE**

### **RESEARCH METHODOLOGY**

This chapter explained the methodology the entire study. It looks at the study research design, target population, sampling design and procedures, research instruments, data collection procedures, data analysis and presentation, piloting of research instruments, validity of research instruments, reliability of research instruments and the ethical issues that were taken into consideration during the study.

#### **3.1: Research design**

According to Kothari (2004) research design is "the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. The study was investigating the gap between job seekers and available job opportunities in the case of fresh graduates found in Addis Ababa, Ethiopia. It is the conceptual structure within which research is conducted and constitutes the blueprint for the collection, measurement and analysis of data. This research used descriptive and inferential research design. Inferential statistics try to infer from the sample data what the population might think.

#### **3.2. Research Approach**

Kothari (2004) defines the two basic research approaches like quantitative and qualitative research. Both types have different purposes. This study was applied the mixed methods approach comprising of quantitative and qualitative approach. Quantitative research is description based. But qualitative research based on observation and interviewing people. A quantitative research is statistical base and it involves questions that can best be answered in numbers. To get the statistics, researches often conduct experiments or give surveys. They analyze the numbers with statistical model to see what the data tells them. This study was employed quantitative and qualitative survey to explore the relationship between the dependent and independent variables. The application of both approaches enables the researcher to obtain adequate, relevant and reliable data and investigate the gap between job seekers and available job opportunities in the case of fresh graduates found in Addis Ababa, Ethiopia.

### **3.3: Sources and types of data**

The study was used both primary and secondary sources of data as a study approach. The primary data was obtained through questionnaire from employee. The secondary data was obtained from review of documents that gap between job seekers and available job opportunities in the case of fresh graduates' published and non-published investigation thoroughly which was relevant in identifying the recurrent problems related to performance under the study.

### **3.4: Target population and Sampling Techniques**

#### **3.4.1. Targeted Population**

This study focused on individuals who have recently graduated from tertiary education institutions and are currently unemployed for various reasons. It also included participants with firsthand experience as fresh graduates. The research was carried out specifically among fresh graduates in Addis Ababa, Ethiopia. The total number of job-seeking graduates in the country was identified through collaboration with the higher education institution office and the Central Statistical Agency (CSA) in 2024. The target population comprised 384 fresh graduates in Addis Ababa, selected from a total of 4805 unemployed 2024 graduates, based on data obtained from the Ministry of Education in Ethiopia. Using a simple random sampling technique, 358 respondents were selected.

#### **3.4.2. Sampling Method**

The questionnaires were distributed to fresh graduates found in Addis Ababa. Respondents had been selected with the aid of convenience sampling or non-probability sampling. The sample consists of recent graduates who are currently unemployed.

#### **3.4.3. Sample Size**

Regarding the sample size, even though I have proposed to use the following estimation technique by Yemane Taro (1964), I have to put a solution for the limitation faced by collecting as many data as possible by letting many individuals to take part in the data gathering process, the sample size I decided is more or less consistent with various sample size determination techniques including the rule of thumb. In Addis Ababa, Ethiopia, there is a range of

unemployment among fresh graduates. The precise number of population is unknown finally I applied the formula for unknown population size to estimate the sample size.

The following formula was used to determine the sample size (n):

$$n = z^2 * p * [1 - p] / e^2$$

Where:

- ✓  $z = 1.96$  ( $\alpha$ ) of 95%,
- ✓  $p$  = ratio (in decimal),
- ✓  $e$  = margin of error.
- ✓  $z = 1.96, p = 0.5, e = 0.05$ .

$$n = 1.96^2 * 0.5 * (1 - 0.5) / 0.05^2 \approx 384$$

Therefore; the sample size is equal to 384

### **3.5: Data collection tools**

The data used in this study was a primary data which was collected from sample members through closed questionnaires with 1-5 Likert Scale (1= Strongly Disagree, 2= Disagree, 3= Moderately Agree, 4= Agree and 5= Strongly Agree). The structured questionnaire was circulated by the researcher through face to face communication of the selecting unemployment fresh graduates.

### **3.6: Data Analysis Method**

The purpose of data analysis was to prepare raw data for presentation and statistical inference (Kombo & Tromp, 2006). Data of this study was analyzed by using both descriptive statics (such as mean and standard deviation) and inferential statistics (such as multiple liner regression tests by using the software called SPSS 20).

According to (Faizal and Palil, 2015), multiple regression analysis was used. The formula used for the model is:

$$(Y) = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \epsilon$$

Where

- ✓ Variables Definition:

- ✓ Y (Gap between job seekers and job opportunities): This variable represents the difference between the number of individuals seeking employment and the available job opportunities in the market.
- ✓ X1 (Lack of relevant skills and experience): This variable measures the extent to which job seekers do not possess the necessary skills and experience required by employers in a specific industry.
- ✓ X2 (Lack of networking and connections): This variable reflects the impact of limited professional networks and connections on job seekers' ability to secure employment.
- ✓ X3 (Industry-specific demand): This variable captures the level of demand for skilled workers in a particular industry or sector.
- ✓ X4 (Current economic climate): This variable assesses how the overall economic conditions, such as recession or growth, influence the job market.
- ✓ Measurement:
- ✓ The variables can be measured using quantitative data, such as numerical scores or rankings obtained through surveys, interviews, or secondary data sources. For example, X1 can be measured by assessing the level of relevant skills and experience possessed by job seekers through self-reporting or skill assessment tests.
- ✓ Hypothetical Relationship:
- ✓ In this multiple linear regression model, the hypothetical relationship between the independent variables (X1, X2, X3, X4) and the dependent variable (Y) is that they collectively influence the gap between job seekers and job opportunities. Specifically, it is expected that a lack of relevant skills and experience (X1), limited networking and connections (X2), industry-specific demand (X3), and the current economic climate (X4) will all contribute to widening or narrowing the gap between job seekers and available opportunities.
- ✓ Related Issues:
- ✓ Collinearity: There may be correlations between the independent variables, which can lead to multicollinearity issues in the regression model.

- ✓ **Model Assumptions:** It is important to ensure that the assumptions of multiple linear regression, such as linearity, independence of errors, homoscedasticity, and normality of residuals, are met for accurate interpretation of results.
- ✓ **Causality:** While regression analysis can identify relationships between variables, it does not establish causation. Care should be taken to interpret the results within this limitation

### **3.7: Reliability and Validity of the Data**

#### **3.7.1: Validity of the Data**

Content validity, as defined by Cohen et al. (2007) is a form of validity that refers to the extent to which the measuring instrument (e.g., test, questionnaire or inventory) shows that it fairly and comprehensively covers the domain or items that it purports to cover. Thus, in the context of the present study, content validity was concerned with the degree to which the designed questionnaire items fairly and accurately represented the main variables discussed in literature reviews. These variables are lack of relevant skills and experience, lack of networking and connections, industry-specific demand and current economic climate. The content validity was designed on the basis of questionnaires and review of related literatures. Face validity refers to the appearance of the test items. It is where, on the surface, the measuring instrument (test) appears, at face value, to test what it is designed to test (Barnes and Hewlett (2008). Like content validity, face validity cannot be checked using statistical significance tests. It is based on subjective judgment. In this study the face validity was judged by the researcher.

**Table 3.1: Cronbach alpha**

Reliability Statistics	Cronbach's Alpha	N of Items
lack of relevant skills and experience	0.774	5
lack of networking and connections	0.884	5
industry-specific demand	0.799	5
current economic climate	0.747	5
Gap between job seekers and job opportunities	0.790	5

Source: Own field survey, 2024.

### **3.7.2: Reliability of the Data**

Reliability is referring to the consistency of a measure. Tests were considered reliable if we get the same result repeatedly. Reliability means the extent to which an experiment, test or any measuring procedures yield the same result repeatedly. Therefore, in this study, the researcher were mechanisms like minimize participants' errors while filling questionnaires, minimize participants' bias and avoid researchers' errors. Reliability of the questionnaire items reviewed using Cronbach Alpha test. If the Cronbach Alpha coefficient is greater than or equal to 0.70, then the study is reliable.

### **3.8: Ethical Consideration**

Research ethics relating to rights of human subjects in field work, notably the right to informed consent; right to privacy and confidentiality; and right not to be deceived or harmed as a result of participation in the research should be emphasized (Bryman, 2007).

The prospective participants were fully informed about the procedures and risks involved in the research and must give their consent to participate in the survey. They will be informed that their participation is voluntary and they may readily withdraw at any time. The prospective participants were also was assured that their participation was not result in any adverse consequences, and all information provided was treated with the strictest confidentiality. Finally, this research was practiced the principle of anonymity i.e. the participants was remain anonymous throughout the study even to the researcher.

## CHAPTER FOUR

### DATA ANALYSIS, PRESENTATION AND DISCUSSION

The primary objective of this study was to examine the gap between job seekers and available job opportunities in the case of fresh graduates found in Addis Ababa, Ethiopia. Based on the stated objectives, the study employed both descriptive and inferential to analyze the collected data. The data collected both from primary and secondary sources were presented below using tables, graphs & figure.

#### 4.1: Respondents Response Rate

**Table 4.1: Response Rate**

Population	Targeted	Obtained	Percent
Fresh graduates found in Addis Ababa	384	358	93.22

Source: Field survey, 2024

Response rate is the proportion of questionnaires that were returned and filled during the study in relation to total number of questionnaires expected to be filled. A total of 384 questionnaires papers were administered and data were collected from respondent employees and 358 (93.22%) have been collected and analyzed using the descriptive statistics.

#### 4.2: Discussion of Demographic Profile of Respondents

Demographic profile indicates the characteristics of the population based on their sex, age, educational level. It is essential in any research study because these demographic and background characteristics are later used in report to draw comparisons among respondents. To find out general backgrounds of the gap between job seekers and available job opportunities in the case of fresh graduates found in Addis Ababa, Ethiopia, the respondents were asked their background information. The respondents were requested to indicate their gender. Accordingly, the findings are as presented.

The demographic profile of fresh graduates in Addis Ababa, Ethiopia, reveals significant insights into their characteristics and challenges. Among the respondents, 63% are male and 37% are female, highlighting gender disparities in education and employment opportunities.

Age-wise, 50.7% are between 16-25 years, 25.3% are below 16, and 22.6% are above 25, indicating that many fresh graduates fall within the typical age range for completing higher education, while a considerable number are older due to various factors such as further education or career changes. Marital status data shows that 76.5% of fresh graduates are single, 19.8% are married, and 3.6% are divorced, reflecting different personal and societal influences. Educationally, 57.6% have a bachelor's degree, 29.2% have a diploma, and 11.8% have a master's degree or higher, demonstrating a strong emphasis on higher education in the city. Despite their educational achievements, fresh graduates face a competitive job market with challenges in securing stable and well-paying jobs, partly due to a skills mismatch and limited opportunities in certain sectors.

### **4.3: Descriptive Analysis**

Descriptive statistics summarize the basic features of the data in a study. Respondents rated items on a five-point Likert scale from 1 (strongly disagree) to 5 (strongly agree). A standard deviation  $>0.7$  implies significant differences among respondents. Data were collected from 358 respondents in Addis Ababa, Ethiopia, regarding the gap between job seekers and available job opportunities for fresh graduates.

#### **4.3.1: Respondents' perception on lack of relevant skills and experience**

The gap between job seekers and available job opportunities in Addis Ababa, Ethiopia, particularly for fresh graduates, can be attributed to a variety of factors. One of the key reasons for this gap is the lack of relevant skills and experience among fresh graduates.

**Table 2.3: Respondents' perception on lack of relevant skills and experience**

<b>Lack of relevant skills and experience</b>	<b>N</b>	<b>Mean</b>	<b>Std. Dev</b>
Lack of relevant skills and experience among fresh graduates in Addis Ababa, Ethiopia, contributes to a significant gap between job seekers and available job opportunities	358	3.47	1.315
That the educational system is not adequately prepares fresh graduates with the relevant skills and experience required by employers	358	3.48	1.367
The government has not implemented effective policies and programs to bridge the gap between job seekers and available job opportunities for fresh graduates	358	3.64	1.401
The lack of internship and apprenticeship opportunities for fresh graduates in Addis Ababa contributes to the gap between job seekers and available job opportunities	358	3.74	1.383
The lack of collaboration between employers and educational institutions in Addis Ababa is a contributing factor to the gap between job seekers and available job opportunities for fresh graduates	358	3.53	1.425
<b>Grand mean</b>	<b>358</b>	<b>3.57</b>	<b>1.378</b>

Source: own computation survey, 2024

Many employers in Addis Ababa report that fresh graduates often lack the necessary skills and experience required for entry-level positions. This issue can be traced back to the educational system, which may not adequately prepare students with the practical skills needed in the workforce (Dessalegn, 2020). A study conducted among employers in Addis Ababa found that the mean score for the lack of relevant skills and experience among fresh graduates was 3.47, with a standard deviation of 1.315. Furthermore, the government's lack of effective policies and programs to bridge this gap exacerbates the situation. The mean score for this factor was 3.64, with a standard deviation of 1.401, indicating that employers do not feel that the government is doing enough to address this issue.

Additionally, the lack of internship and apprenticeship opportunities for fresh graduates also contributes to the gap between job seekers and available job opportunities. Employers often value practical experience, and without the opportunity to gain this experience through internships or apprenticeships, fresh graduates may struggle to compete in the job market. The mean score for this factor was 3.74, with a standard deviation of 1.383. Another significant contributing factor is the lack of collaboration between employers and educational institutions in

Addis Ababa. Employers may not feel that the skills being taught in educational programs align with the needs of the workforce, leading to a disconnect between what students are learning and what employers are looking for. The mean score for this factor was 3.53, with a standard deviation of 1.425.

Generally, the gap between job seekers and available job opportunities for fresh graduates in Addis Ababa is a complex issue that requires collaboration between various stakeholders, including educational institutions, employers, and the government. Addressing the lack of relevant skills and experience among fresh graduates, improving government policies and programs, increasing internship opportunities, and fostering collaboration between employers and educational institutions are all crucial steps in bridging this gap.

#### **4.3.2: Respondents' perception on lack of networking and communication**

Fresh graduates in Addis Ababa, Ethiopia often struggle to find employment due to a significant gap between job seekers and available job opportunities. This gap can be attributed to various factors, one of which is the lack of networking opportunities for fresh graduates. Networking plays a crucial role in connecting job seekers with potential employers, yet many fresh graduates in Ethiopia do not have access to the necessary networking opportunities.

**Table 4.4 : Respondents' perception on lack of networking and communication**

lack of networking and communication	N	Mean	Std. Dev
Lack of networking opportunities for fresh graduates contributes to the gap between job seekers and available job opportunities	358	3.59	1.393
Fresh graduates have lack the necessary communication skills to effectively market themselves to potential employers	358	3.78	1.207
The lack of mentorship programs and career guidance for fresh graduates hinders their ability to build professional networks	358	3.46	1.321
The use of social media and online platforms for professional networking is limited among fresh graduates	358	3.59	1.306
The lack of effective communication channels between educational institutions and employers contributes to the gap between job seekers and available job opportunities	358	3.49	1.289
Grand mean	358	3.58	1.303

Source: own computation survey, 2024

According to a study conducted among 358 fresh graduates in Addis Ababa, the mean score for the lack of networking opportunities was 3.59 with a standard deviation of 1.393, indicating a significant concern among respondents. In addition to the lack of networking opportunities, fresh graduates in Addis Ababa also face challenges in effectively marketing themselves to potential employers due to a lack of communication skills. The mean score for this factor was 3.78 with a standard deviation of 1.207, highlighting the importance of communication in the job search process. Without the necessary communication skills, fresh graduates may struggle to articulate their qualifications and capabilities to employers, thereby limiting their job opportunities.

Furthermore, the lack of mentorship programs and career guidance for fresh graduates in Addis Ababa contributes to the gap between job seekers and available job opportunities. The mean score for this factor was 3.46 with a standard deviation of 1.321, indicating that many fresh graduates do not have access to mentorship and guidance to help them navigate the job market. Mentorship programs can provide valuable support and guidance to fresh graduates as they seek employment, helping them build professional networks and enhance their job prospects.

Moreover, the use of social media and online platforms for professional networking is also limited among fresh graduates in Addis Ababa. The mean score for this factor was 3.59 with a standard deviation of 1.306, underscoring the need for fresh graduates to leverage online tools for networking and job search purposes. Social media and online platforms can facilitate connections with potential employers and expand job search opportunities for fresh graduates, making it essential for them to embrace these digital networking tools.

Additionally, the lack of effective communication channels between educational institutions and employers further contributes to the gap between job seekers and available job opportunities for fresh graduates in Addis Ababa. The mean score for this factor was 3.49 with a standard deviation of 1.289, indicating disconnect between educational institutions and the job market. Improved communication channels between educational institutions and employers can facilitate the alignment of academic programs with industry needs, better prepare fresh graduates for the job market, and bridge the gap between job seekers and available job opportunities.

In conclusion, the gap between job seekers and available job opportunities for fresh graduates in Addis Ababa, Ethiopia can be attributed to a variety of factors, including the lack of networking

and communication skills, limited mentorship programs, and inadequate communication channels between educational institutions and employers. Addressing these challenges requires collaborative efforts from stakeholders in the education and employment sectors to provide fresh graduates with the necessary support, resources, and opportunities to succeed in the job market.

#### **4.3.3: Respondents' perception on Industry-specific demand**

The gap between job seekers and available job opportunities, particularly in the case of fresh graduates in Addis Ababa, Ethiopia, is a significant issue that needs to be addressed. This gap is primarily based on industry-specific demand, where the skills and knowledge acquired by fresh graduates do not align with the specific requirements of the local job market.

**Table 4.5: Respondents' perception on Industry-specific demand**

Industry-specific demand	N	Mean	Std. Dev
The job opportunities available not align with the academic programs and specializations offered by local universities and colleges	358	3.85	1.314
The skills and knowledge acquired by fresh graduates not match the specific requirements of the local job market	358	3.72	1.345
The industries with the highest demand for fresh not provide sufficient job opportunities to meet the supply of job seekers	358	3.71	1.330
The government of Ethiopia has not implemented effective policies and programs to align the educational system with the evolving needs of the local job market	358	3.67	1.371
The lack of collaboration between employers and educational institutions contributes to the gap between job seekers and available job opportunities that match their skills and qualifications	358	3.71	1.353
Grand mean	358	3.73	1.342

Source: own computation survey, 2024

One of the main reasons for this gap is that the job opportunities available do not align with the academic programs and specializations offered by local universities and colleges. This mismatch between what is being taught in educational institutions and what is required in the job market leads to a lack of suitable candidates for available positions. In a study conducted among 358

respondents in Addis Ababa, it was found that this factor had a mean score of 3.85 and a standard deviation of 1.314, indicating a high level of agreement among respondents on this issue.

Additionally, the industries with the highest demand for fresh graduates often do not provide sufficient job opportunities to meet the supply of job seekers. This imbalance further exacerbates the unemployment problem among fresh graduates. The lack of collaboration between employers and educational institutions also contributes to this gap, as there is disconnect between the skills and qualifications of job seekers and the needs of employers.

The government's role in addressing this issue is crucial, yet the study revealed that respondents felt that the government has not implemented effective policies and programs to align the educational system with the evolving needs of the local job market. This lack of strategic direction from the government hinders the ability of educational institutions to produce graduates who are equipped to meet industry demands.

In conclusion, the gap between job seekers and available job opportunities for fresh graduates in Addis Ababa, Ethiopia, based on industry-specific demand, is a complex issue that requires collaboration from multiple stakeholders. By addressing the mismatch between educational programs and job market requirements, fostering collaboration between employers and educational institutions, and implementing effective government policies, it is possible to bridge this gap and reduce unemployment rates among fresh graduates in the region.

#### **4.3.4: Respondents' perception on current economic climate**

The gap between job seekers and available job opportunities is a pressing issue in Addis Ababa, Ethiopia, particularly for fresh graduates who are struggling to find employment in the current economic climate. The recent economic challenges, such as inflation, currency fluctuations, and supply chain disruptions, have created a competitive job market where there are limited opportunities for new graduates to secure stable employment.

**Table 4.6: Respondents' perception on current economic climate**

current economic climate	N	Mean	Std. Dev
The current economic conditions in Ethiopia have a significant impact on the availability of job opportunities for fresh graduates	358	3.63	1.400
The recent economic challenges, such as inflation, currency fluctuations, and supply chain disruptions,	358	3.56	1.391
The current economic climate in Addis Ababa has led to a higher level of competition among fresh graduates for the limited number of available job opportunities	358	3.62	1.389
The government of Ethiopia has not implemented effective economic policies and stimulus measures to support job creation for fresh graduates during the current economic challenges	358	3.59	1.379
The current economic climate has led to a shift in the types of job opportunities available, which may not align with the skills and qualifications of fresh graduates	358	3.67	1.346
Grand mean	358	3.61	1.381

Source: own computation survey, 2024

According to a survey conducted among fresh graduates in Addis Ababa, the majority of respondents indicated that the current economic conditions have had a significant impact on the availability of job opportunities. The mean score for this statement was 3.63, with a standard deviation of 1.400, indicating a general consensus among respondents.

Furthermore, respondents also expressed concerns about the lack of effective economic policies and stimulus measures implemented by the government to support job creation for fresh graduates. The mean score for this statement was 3.59, with a standard deviation of 1.379, suggesting that there is a perceived need for more government intervention to address the issue of unemployment among new graduates.

In addition, the survey results also revealed that the current economic climate has led to a shift in the types of job opportunities available, with certain sectors experiencing growth while others are facing challenges. The mean score for this statement was 3.67, with a standard deviation of 1.346, indicating that job seekers are adapting to the changing job market dynamics.

Overall, the findings suggest that there is a significant gap between the number of job seekers and available job opportunities for fresh graduates in Addis Ababa, Ethiopia. In order to address this issue, it is crucial for the government to implement targeted policies and programs to support job creation and facilitate the transition of new graduates into the workforce.

#### **4.4: Correlation Analysis**

Correlation determines whether and how strong pairs of variables are related. The correlation analysis can help to know whether there is a relationship between any two variables and also to examine linear relationship between the variables using the Pearson R correlation coefficient. This coefficient indicates the direction and the strength of a linear relationship between two variables.

In this study, (x) represents independent variables which lack of relevant skills and experience, increased competition, Industry-specific demand, limited networking opportunities and current economic conditions and (y) represents dependent variable gap between job seekers and job opportunity. The correlation analysis value, (r) value is between +1 to -1 and the following list shows the interpretation of correlation coefficient value between the two quantitative variables.

**Table 4.7: IVCC (r) values and the Measurement of the strength of association**

R-value	The Strength of Association
0.81 to 0.99	Very strong positive relationship
0.61 to 0.80	Strong positive relationship
0.41 to 0.60	Moderate positive relationship
0.21 to 0.40	Weak positive relationship
0.01 to 0.20	Very weak positive relationship
0	No relationship
- 0.01 to - 0.20	Very weak negative relationship
- 0.21 to - 0.40	Weak negative relationship
- 0.41 to - 0.60	Moderate negative relationship
- 0.61 to - 0.80	Strong negative relationship
- 0.81 to - 0.99	Very strong negative relationship

Source: Hussey (1997)

The result of for each variable person product moment correlation analysis indicated that in the below form.

The gap between job seekers and job opportunities for fresh graduates in Addis Ababa is a pressing issue that needs to be addressed. This gap can be attributed to several factors including lack of relevant skills and experience, lack of networking and communication, industry-specific demand, and the current economic climate.

One of the main reasons for the gap between job seekers and job opportunities is the lack of relevant skills and experience among fresh graduates. Many graduates lack the skills that employers are looking for in their potential employees, which make it difficult for them to secure a job. This is supported by a Pearson correlation coefficient of .652, indicating a strong positive correlation between lack of relevant skills and the gap between job seekers and opportunities.

Another factor contributing to the gap is the lack of networking and communication skills among fresh graduates. Networking is crucial in job search as it helps individuals connect with potential employers and learn about job opportunities. A Pearson correlation coefficient of .726 further confirms the strong positive correlation between lack of networking and communication skills and the gap between job seekers and opportunities.

The industry-specific demand also plays a significant role in the job market for fresh graduates. Different industries have varying demands for skills and experience, and graduates may struggle to find job opportunities in industries with high demand but low supply of workers. The Pearson correlation coefficient of .870 indicates a very strong positive correlation between industry-specific demand and the gap between job seekers and opportunities.

Moreover, the current economic climate can also impact the job market for fresh graduates. A downturn in the economy can result in fewer job opportunities and increased competition among job seekers. The Pearson correlation coefficient of .873 highlights a very strong positive correlation between the current economic climate and the gap between job seekers and opportunities.

Overall, the gap between job seekers and job opportunities for fresh graduates in Addis Ababa can be attributed to various factors including lack of relevant skills and experience, lack of

networking and communication, industry-specific demand, and the current economic climate. Addressing these factors through targeted interventions such as skills training, networking opportunities, and industry-specific education programs can help bridge this gap and improve employment prospects for fresh graduates.

**Table 4.8: Correlations of variables**

Correlations						
		X1	X2	X3	X4	Y
X1	Pearson Correlation	1	-	-	-	-
	Sig. (2-tailed)		-	-	-	-
	N	358	-	-	-	-
X2	Pearson Correlation	.652**	1	-	-	-
	Sig. (2-tailed)	.000		-	-	-
	N	358	358	-	-	-
X3	Pearson Correlation	.646**	.726**	1	-	-
	Sig. (2-tailed)	.000	.000		-	-
	N	358	358	358	-	-
X4	Pearson Correlation	.638**	.659**	.870**	1	-
	Sig. (2-tailed)	.000	.000	.000		-
	N	358	358	358	358	-
Y	Pearson Correlation	.626**	.670**	.845**	.873**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	358	358	358	358	358
**. Correlation is significant at the 0.01 level (2-tailed).						

Source: Own computation survey, 2024

## 4.5: Assumption Testing for Regression analysis

### 4.5.1: Normality Assumption

For variables with normal distribution the values of skewness and kurtosis are zero, and any value other than zero indicated deviation from normality (Hair, 2010). According to Hair (2010), the most commonly acceptable criteria value for (kurtosis/skewness) distribution is  $\pm 2.58$ . For this study, the variables fall within the range. The gap between job seekers and job opportunities for fresh graduates in Addis Ababa is a pressing issue that needs to be addressed. This essay will

analyze the factors contributing to this gap, including lack of relevant skills and experience, lack of networking and communication, industry-specific demand, and the current economic climate.

According to the descriptive statistics presented above, lack of relevant skills and experience is the most significant factor affecting fresh graduates in their job search. With a skewness of 1.415 and a kurtosis of 17.572, it is clear that many job seekers in Addis Ababa struggle to find employment due to their lack of practical skills and work experience. This highlights the need for educational institutions to provide students with hands-on training and internships to better prepare them for the workforce.

Additionally, the statistics show that lack of networking and communication skills also play a significant role in the gap between job seekers and job opportunities. With a skewness of .988 and a kurtosis of 10.654, it is evident that many fresh graduates struggle to effectively network and communicate with potential employers. This emphasizes the importance of soft skills development in educational curriculums to help students build relationships and effectively communicate in professional settings.

Furthermore, industry-specific demand and the current economic climate are factors that cannot be overlooked in the job search process for fresh graduates. The statistics show that industry-specific demand has a negative skewness of -.621, indicating that certain industries may have a higher demand for skilled workers than others. Additionally, the current economic climate, with a skewness of -.706, can also impact job opportunities for fresh graduates as companies may be cutting back on hiring during economic downturns.

Overall, the gap between job seekers and job opportunities for fresh graduates in Addis Ababa is a multifaceted issue that requires attention from both educational institutions and policymakers. By addressing the factors of lack of relevant skills and experience, lack of networking and communication, industry-specific demand, and the current economic climate, steps can be taken to bridge this gap and provide more opportunities for young professionals in the job market.

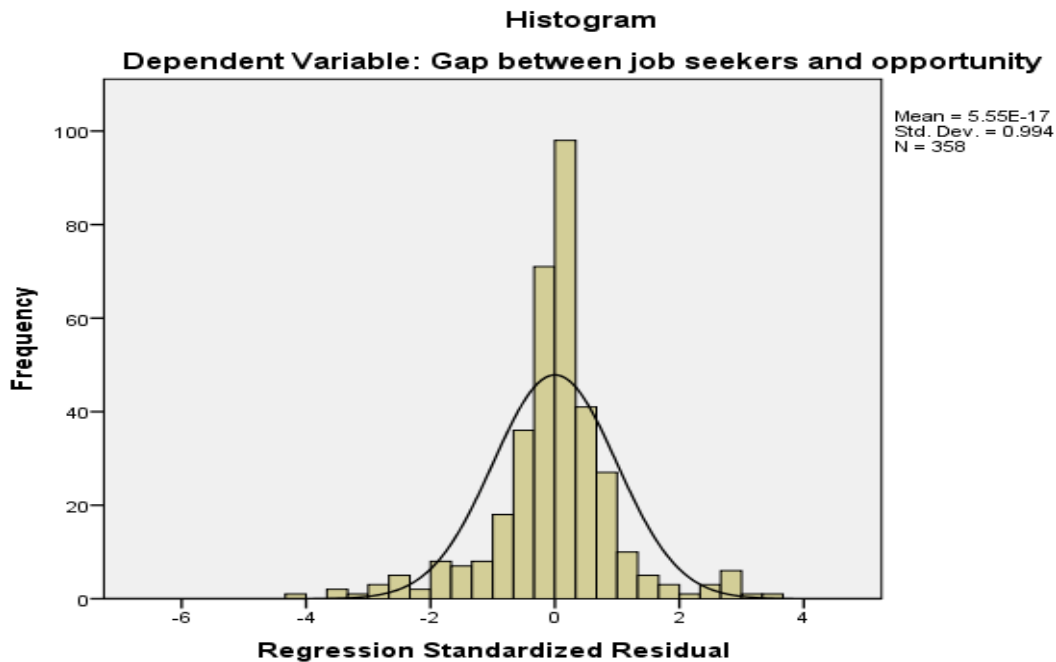
**Table 4.9: Skewness and Kurtosis**

Descriptive Statistics					
	N	Skewness		Kurtosis	
	Statistic	Statistic	Std. Error	Statistic	Std. Error
Lack of relevant skills and experience	358	1.415	.129	17.572	.257
Lack of networking and communication	358	.988	.129	10.654	.257
Industry-specific demand	358	-.621	.129	-.730	.257
Current economic climate	358	-.706	.129	-.535	.257
Valid N (listwise)	358				

Source: own computation survey, 2024

The graph of normality assumption as shown below graph

**Figure 4.5: Normality assumption plot**



Source: own computation survey, 2024

#### **4.5.2: Homoscedasticity Assumption**

It is the test of equal variance between pairs of variables (Robert, 2006). In order to ensure the fulfillment of this gap between job seekers and job opportunities for fresh graduates, the variance of dependent variable values must be equal at each value of independent variables

(Hair, 2010). For this study all constructs have insignificant level of  $p < 0.01$  of test for equality of variance. Thus the assumption is reasonably supported in this study.

#### 4.5.3: Multi-Collinearity Assumption

Multi-collinearity refers to the situation in which the independent variables are highly correlated. When independent variables are multi-collinearity, there is “overlap” or sharing of predictive power (Dillon, 1993). This may lead to the paradoxical effect, whereby the regression model fits the data well, but none of the predictor variables has a significant impact in predicting the dependent variable (Robert, 2006).

The multi-collinearity in this study was checked using the tolerance and VIF value. As it is showed in the table all independent variables have a tolerance value greater than 0.01 and VIF value less than 10. The VIF, Variance inflation factor, is computed as “1/Tolerance”, and it is suggested that predictor variables whose VIF values are greater than 10 may merit further investigation (Robert, 2006).

**Table 4.10: Multi-collinearity assumption**

Coefficients <sup>a</sup>			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Lack of relevant skills and experience	.622	1.607
	Lack of networking and communication	.532	1.880
	Industry-specific demand	.554	1.806
	Current economic climate	.567	1.763
a. Dependent Variable: Gap between job seekers and job opportunity			

Source: Own computation survey, 2024

#### 4.6: Multiple Linear Regressions

In the previous section the focus was on measurement of the relationships between the variables. Here the research is taken a step further. In regression analysis we fit a model to our data and use it to forecast the value of the dependent variable from the one or more independent variables. This research uses multiple linear regression analysis (more than one predictor) to determine the value of the dependent variable.

The gap between job seekers and job opportunities in the case of fresh graduates in Addis Ababa is a pressing issue that needs to be addressed. This gap can be attributed to various factors, including the current economic climate, lack of relevant skills and experience, lack of networking and communication, and industry-specific demand.

**Table 3: Model Summary**

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.892 <sup>a</sup>	.796	.794	1.664
a. Predictors: (Constant), Current economic climate, Lack of relevant skills and experience, Lack of networking and communication, Industry-specific demand				

Source: Own computation survey, 2024

The model used to analyze this issue showed a strong relationship between the predictors (current economic climate, lack of relevant skills and experience, lack of networking and communication, and industry-specific demand) and the gap between job seekers and job opportunities. The R squared value of .796 indicates that 79.6% of the variability in the gap between job seekers and job opportunities can be explained by the predictors in the model.

The adjusted R squared value of .794 suggests that the model is a good fit for the data and that it is reliable in predicting the gap between job seekers and job opportunities. The standard error of the estimate is 1.664, indicating the accuracy of the predictions made by the model.

In order to address this gap, it is important for universities and educational institutions to work closely with industries to ensure that fresh graduates are equipped with the necessary skills and experience to meet industry demands. Additionally, job seekers should focus on building their networking and communication skills to increase their chances of securing employment in a competitive job market.

Overall, the gap between job seekers and job opportunities for fresh graduates in Addis Ababa is a complex issue that requires collaboration between various stakeholders to create sustainable solutions. By addressing the factors identified in the model, we can bridge this gap and create a more conducive environment for fresh graduates to enter the workforce.

**Table 4.12: ANOVA**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3823.612	4	955.903	345.108	.000 <sup>b</sup>
	Residual	977.763	353	2.770		
	Total	4801.374	357			
a. Dependent Variable: Gap between job seekers and opportunity						
b. Predictors: (Constant), Current economic climate, Lack of relevant skills and experience, Lack of networking and communication, Industry-specific demand						

Source: Own computation survey, 2024

The regression analysis conducted on the data collected from job seekers and employers in Addis Ababa reveals some significant findings. The model used for the analysis shows that there is a statistically significant relationship between the predictors (current economic climate, lack of relevant skills and experience, lack of networking and communication, industry-specific demand) and the gap between job seekers and job opportunities.

The regression analysis shows that these factors collectively account for a significant amount of the variance in the gap between job seekers and job opportunities. The F-statistic of 345.108 with a p-value of .000 indicates that the model as a whole is statistically significant. This suggests that the predictors included in the model have a strong relationship with the outcome variable.

Lack of relevant skills and experience stands out as a significant factor contributing to the gap between job seekers and job opportunities. This finding is consistent with the challenges faced by fresh graduates who often lack the necessary skills and experience required by employers. The analysis also highlights the impact of the current economic climate on the job market in Addis Ababa, with economic conditions playing a crucial role in shaping job opportunities for job seekers.

Furthermore, the lack of networking and communication skills among job seekers is identified as another significant factor contributing to the gap between job seekers and job opportunities. Building a professional network and effectively communicating with potential employers are essential skills that can help job seekers bridge the gap and land suitable job opportunities.

The analysis also reveals the importance of understanding industry-specific demand in addressing the gap between job seekers and job opportunities. Job seekers need to have an in-depth knowledge of the specific skills and qualifications required by different industries in Addis Ababa to effectively compete for job opportunities.

Overall, the findings from the regression analysis shed light on the factors contributing to the gap between job seekers and job opportunities in the case of fresh graduates in Addis Ababa. Addressing issues such as lack of relevant skills and experience, current economic climate, lack of networking and communication, and industry-specific demand is essential in narrowing this gap and creating more opportunities for job seekers. By addressing these challenges, stakeholders in Addis Ababa can work towards a more inclusive and accessible job market for fresh graduates.

**Table 4.13: Multiple Linear Regression Coefficients**

<b>Coefficients<sup>a</sup></b>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.547	.327		-1.672	.095
	Lack of relevant skills and experience	-.128	.021	-.345	-1.316	.002
	Lack of networking and communication	-.146	.024	-.371	-1.892	.001
	Industry-specific demand	-.182	.034	-.290	-5.384	.000
	Current economic climate	-.330	.030	-.546	-10.956	.000
a. Dependent Variable: Gap between job seekers and opportunity						

Source: Own computation survey, 2024

The coefficient results show that investigate the gap between job seekers and available job opportunities in the case of fresh graduates found in Addis Ababa, Ethiopia had significant effect. These findings are depicted by the following equation:

$$(Y) = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \beta_6 X_6 + \epsilon$$

Based on multiple linear regressions the result was;

$$Y = -0.547 - 0.128X_1 - 0.146X_2 - 0.182X_3 - 0.330X_4 + .327$$

Where Y = Gap between job seekers and opportunity, X1 = Lack of relevant skills and experience, X2 = Lack of networking and communication, X3 = Industry-specific demand, X4 = current economic climate.

From the above multiple regression equation noted that all of the independent variables (Current economic climate, Lack of relevant skills and experience, Lack of networking and communication, Industry-specific demand) significant effects gap between job seekers and opportunity revealing significant level below 0.05 ( $p < 0.05$ ). Also Standardized coefficient (Beta value) indicates the degree of importance of each variable towards gap between job seekers and opportunity.

The gap between job seekers and job opportunities, especially in the case of fresh graduates in Addis Ababa, is a pressing issue that needs to be addressed. The coefficients generated in the model above shed light on the various factors that contribute to this gap. One of the main factors identified in the model is the lack of relevant skills and experience among fresh graduates. This is reflected in the negative coefficient of -0.128, indicating that as the lack of relevant skills and experience increases, the gap between job seekers and opportunities also increases. This highlights the importance of equipping individuals with the necessary skills and experience to meet the demands of the job market.

Another factor that plays a significant role in widening the gap is the lack of networking and communication skills. The coefficient of -0.146 suggests that individuals who lack networking and communication skills are at a disadvantage when it comes to finding job opportunities. This emphasizes the importance of building relationships and effectively communicating with potential employers.

Industry-specific demand is another factor that impacts the gap between job seekers and opportunities. The coefficient of -0.182 indicates that the mismatch between the skills possessed by job seekers and the demand of specific industries contributes to the widening of the gap. It is crucial for fresh graduates to align their skills with the needs of the industry to increase their chances of securing employment.

The current economic climate also plays a significant role in exacerbating the gap between job seekers and opportunities. The coefficient of -0.330 highlights the negative impact of economic conditions on the job market making it more challenging for fresh graduates to find suitable employment. It is essential for policymakers and stakeholders to address economic issues and create an environment that fosters job creation and growth.

Overall, the coefficients generated in the model provide valuable insights into the factors contributing to the gap between job seekers and job opportunities for fresh graduates in Addis Ababa. Addressing issues such as the lack of relevant skills and experience, networking and communication skills, industry-specific demand, and the current economic climate is crucial in narrowing this gap and facilitating the transition of fresh graduates into the workforce. By focusing on these factors and implementing targeted interventions, stakeholders can work towards creating a more inclusive and supportive job market for all individuals.

## **CHAPTER FIVE**

### **SUMMARY, CONCLUSION AND RECOMMENDATION**

The chapter presents the general findings of the research in the context of the central ideas underpinning the objectives of this research. The perspective of this chapter does not only recommend solutions but presents the conclusions in relation investigate the gap between job seekers and available job opportunities in the case of fresh graduates found in Addis Ababa, Ethiopia. The key components of the chapter include the recommendations and conclusion.

#### **5.1: Summary of Major Findings**

The main objective of the study is to investigate the gap between job seekers and available job opportunities in the case of fresh graduates found in Addis Ababa, Ethiopia.

In this study there are four independent variables Current economic climate, lack of relevant skills and experience, lack of networking and communication, industry-specific demand and gap between job seekers and available job opportunities as dependent variable. The study revealed the investigate the gap between job seekers and available job opportunities in the case of fresh graduates: perception regarding factors related on lack of relevant skills and experience, lack of networking and communication, industry-specific demand and Current economic climate indicates average mean falls on agreed range respectively. The finding the gap between job seekers and opportunities in Addis Ababa, Ethiopia is a complex issue that requires a multi-faceted approach to address. The data suggests that collaboration between employers and educational institutions is not effective in aligning the skills and qualifications of fresh graduates with the needs of the local job market. This highlights the importance of fostering partnerships between stakeholders to bridge the gap between job seekers and opportunities in Addis Ababa.

The gap between job seekers and job opportunities for fresh graduates in Addis Ababa can be attributed to various factors including lack of relevant skills and experience, lack of networking and communication, industry-specific demand, and the current economic climate. Addressing these factors through targeted interventions such as skills training, networking opportunities, and industry-specific education programs can help bridge this gap and improve employment prospects for fresh graduates.

The study result showed lack of relevant skills and experience, lack of networking and communication, industry-specific demand and current economic climate were negative and significant effect since its P values are less than 0.05 and also its coefficients are was negative and significant effect.

R Square is simply the squared value of R. This is frequently used to describe the goodness-of-fit or the amount of variance explained by a given set of predictor variables. The value 0.796 indicates that variation in the gap between job seekers and opportunities can be explained by the independent variables in the model. In other word 20.4% of the change in dependent variable gap between job seekers and opportunities fresh graduator with regarding to gap between job seekers and opportunities not explained, which means other some factors which contributes for this change.

Also the finding suggests that, the coefficients generated in the model provide valuable insights into the factors contributing to the gap between job seekers and job opportunities for fresh graduates in Addis Ababa. Addressing issues such as the lack of relevant skills and experience, networking and communication skills, industry-specific demand, and the current economic climate is crucial in narrowing this gap and facilitating the transition of fresh graduates into the workforce.

## **5.2: Conclusion**

The gap between job seekers and available job opportunities for fresh graduates in Addis Ababa, Ethiopia is a complex issue that is influenced by multiple factors. Some of the key reasons for this gap include lack of relevant skills and experience, lack of networking and connections, industry-specific demand, and the current economic climate.

Many fresh graduates in Addis Ababa lack the necessary skills and experience required by employers. This is often due to the outdated curriculum in universities and colleges that do not adequately prepare students for the job market. The gap between job seekers and available job opportunities for fresh graduates in Addis Ababa is a complex issue that requires collaboration between various stakeholders, including educational institutions, employers, and the government. Addressing the lack of relevant skills and experience among fresh graduates, improving government policies and programs, increasing internship opportunities, and fostering

collaboration between employers and educational institutions are all crucial steps in bridging this gap.

The lack of networking and connections among fresh graduates is a significant barrier to finding employment. Many job opportunities are filled through referrals and word-of-mouth, making it difficult for those without connections to secure a job. The gap between job seekers and available job opportunities for fresh graduates in Addis Ababa, Ethiopia can be attributed to a variety of factors, including the lack of networking and communication skills, limited mentorship programs, and inadequate communication channels between educational institutions and employers. Addressing these challenges requires collaborative efforts from stakeholders in the education and employment sectors to provide fresh graduates with the necessary support, resources, and opportunities to succeed in the job market.

The demand for specific skills in certain industries is high, leading to a mismatch between the skills of fresh graduates and the needs of employers. This results in many graduates being unemployed or underemployed. The gap between job seekers and available job opportunities for fresh graduates in Addis Ababa, Ethiopia, based on industry-specific demand, is a complex issue that requires collaboration from multiple stakeholders. By addressing the mismatch between educational programs and job market requirements, fostering collaboration between employers and educational institutions, and implementing effective government policies, it is possible to bridge this gap and reduce unemployment rates among fresh graduates in the region.

The current economic climate in Ethiopia, characterized by high levels of unemployment and underemployment, exacerbates the gap between job seekers and available job opportunities for fresh graduates. The findings suggest that there is a significant gap between the number of job seekers and available job opportunities for fresh graduates in Addis Ababa, Ethiopia. In order to address this issue, it is crucial for the government to implement targeted policies and programs to support job creation and facilitate the transition of new graduates into the workforce.

### **5.3: Recommendations**

In Addis Ababa, Ethiopia, there exists a significant gap between job seekers, particularly fresh graduates, and available job opportunities. This gap is primarily fueled by various factors such as lack of relevant skills and experience, lack of networking and connections, industry-specific

demand, and the current economic climate. In order to bridge this gap and improve the employment prospects of fresh graduates, here are recommendations:

- ✚ Enhance Educational Curriculum: One of the primary reasons for the gap between job seekers and available job opportunities is the mismatch between the skills taught in educational institutions and the skills required by employers. Therefore, there is a need to revise the educational curriculum to incorporate more practical skills relevant to the job market.
- ✚ Increase Internship Opportunities: Internships provide valuable work experience and networking opportunities for fresh graduates. Organizations in Addis Ababa should create more internship opportunities for students to gain practical skills and build connections in their respective fields.
- ✚ Develop Soft Skills: In addition to technical skills, employers in Addis Ababa also look for candidates with strong interpersonal skills, communication skills, and problem-solving abilities. It is essential to incorporate soft skills development programs in educational institutions to prepare students for the demands of the job market.
- ✚ Encourage Networking: Building connections with professionals in the industry can significantly improve job prospects for fresh graduates. Universities, career centers, and industry associations should organize networking events and workshops to help students and recent graduates establish connections with potential employers.
- ✚ Offer Continuing Education Programs: In a rapidly changing job market, it is crucial for fresh graduates to up skill and stay relevant. Employers should provide training and professional development programs to help employees acquire new skills and advance their careers.
- ✚ Create Industry Partnerships: Collaborations between educational institutions and industry partners can help ensure that graduates are equipped with the skills and knowledge required by employers. Organizations in Addis Ababa should establish partnerships with universities and colleges to bridge the gap between academia and industry.
- ✚ Monitor Economic Trends: The job market is influenced by economic conditions, industry trends, and technological advancements. It is essential for job seekers to stay

informed about the current economic climate and adjust their job search strategies accordingly.

By implementing these recommendations, the gap between job seekers and available job opportunities for fresh graduates in Addis Ababa can be significantly reduced, leading to improved employment prospects and economic growth in the region.

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## **APPENDIX A**

### **ST MARY'S UNIVERSITY**

#### **DEPARTMENT OF SOCIOLOGY**

##### **Part I: Questionnaires to be filled by Respondents**

###### **Introduction**

This questionnaire is intended to gather primary data; to examine the gap between job seekers and available job opportunities in the case of fresh graduates found in Addis Ababa, Ethiopia. The purpose of the study is to fulfill a thesis requirement for the Master of sociology from St Mary's University. Your genuine responses for the questions are very important for the success of completing this study.

Finally, I confirm that the information that you share with me will be kept confidential and only used for academic purposes. Thank you in advance for your kind cooperation and for devoting your time.

Sincerely, Betelehem Wodajo

For further information, please contact Betelehem by the following address:

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##### **Part II -General Instructions:**

- I. Please provide your responses by marking a tick (✓) in the relevant boxes.
- II. To the questions with alternatives that do not match to your response, please write your appropriate response on the space provided
- III. Do not write your name on the questionnaire.

**Part I: Biographical Information (please use the right (✓) mark to show your choice)**

**Part I: Biographical Information (please use the right (✓) mark to show your choice)**

No	Title	Description	Mark “✓”
1	Gender	Male	
		Female	
2	Age	<16 years	
		16-25 years	
		>25 years	
3	Marital status	Singe	
		Married	
		Divorced	
4	Educational background	Certificate or diploma	
		First Degree	
		Masters and above	

**Part II: To** examine the gap between job seekers and available job opportunities in the case of fresh graduates found in Addis Ababa, Ethiopia

**To** examine the gap between job seekers and available job opportunities in the case of fresh graduates found in Addis Ababa, Ethiopia related question. After you read each of the factors, evaluate them in relation to your jobs and then put a tick mark (✓) under the choices below.

SD= 1, D = 2, M = 3, A = 4, SA= 5 Where, SD = Strongly Disagree, D= Disagree, M= Moderate, A= Agree, SA= Strong Agree

Lack of relevant skills and experience		SD	D	M	A	SA
1.	Lack of relevant skills and experience among fresh graduates in Addis Ababa, Ethiopia, contributes to a significant gap between job seekers and available job opportunities					
2.	the educational system is not adequate to prepare fresh graduates with the relevant skills and experience required					

	by employers					
3.	The government has not implemented effective policies and programs to bridge the gap between job seekers and available job opportunities for fresh graduates					
4.	The lack of internship and apprenticeship opportunities for fresh graduates in Addis Ababa contributes to the gap between job seekers and available job opportunities					
5.	The lack of collaboration between employers and educational institutions in Addis Ababa is a contributing factor to the gap between job seekers and available job opportunities for fresh graduates					
lack of networking and communication		<b>SD</b>	<b>D</b>	<b>M</b>	<b>A</b>	<b>SA</b>
6.	Lack of networking opportunities for fresh graduates in Addis Ababa contributes to the gap between job seekers and available job opportunities					
7.	Fresh graduates have lack the necessary communication skills to effectively market themselves to potential employers					
8.	The lack of mentorship programs and career guidance for fresh graduates in Addis Ababa hinders their ability to build professional networks					
9.	The use of social media and online platforms for professional networking is limited among fresh graduates in Addis Ababa					
10.	The lack of effective communication channels between educational institutions and employers contributes to the gap between job seekers and available job opportunities					
Industry-specific demand		<b>SD</b>	<b>D</b>	<b>M</b>	<b>A</b>	<b>SA</b>
11.	The job opportunities available in Addis Ababa not align with the academic programs and specializations offered by					

	local universities and colleges					
12.	The skills and knowledge acquired by fresh graduates in Addis Ababa not match the specific requirements of the local job market					
13.	The industries with the highest demand for fresh not provide sufficient job opportunities to meet the supply of job seekers					
14.	The government of Ethiopia has not implemented effective policies and programs to align the educational system with the evolving needs of the local job market					
15.	The lack of collaboration between employers and educational institutions contributes to the gap between job seekers and available job opportunities that match their skills and qualifications					
Current economic climate		<b>SD</b>	<b>D</b>	<b>M</b>	<b>A</b>	<b>SA</b>
16.	The current economic conditions in Ethiopia have a significant impact on the availability of job opportunities for fresh graduates					
17.	The recent economic challenges, such as inflation, currency fluctuations, and supply chain disruptions, have contributed to a reduction in the number of job openings for fresh graduates in Addis Ababa					
18.	The current economic climate in Addis Ababa has led to a higher level of competition among fresh graduates for the limited number of available job opportunities					
19.	The government of Ethiopia has not implemented effective economic policies and stimulus measures to support job creation and employment opportunities for fresh graduates during the current economic challenges					
20.	The current economic climate has led to a shift in the types of job opportunities available, which may not align with the					

	skills and qualifications of fresh graduates					
<b>Gap between job seekers and opportunity</b>		<b>SD</b>	<b>D</b>	<b>M</b>	<b>A</b>	<b>SA</b>
21.	The number of job opportunities available in Addis Ababa is insufficient to meet the demand from fresh graduates					
22.	Fresh graduates possess the necessary skills and qualifications required by employers in the local job market					
23.	The educational system has not effectively prepares fresh graduates for the demands of the local job market					
24.	The government of has not implemented policies and programs to facilitate the transition of fresh graduates from education to employment					
25.	The collaboration between employers and educational institutions is not effective in aligning the skills and qualifications of fresh graduates with the needs of the local job market					

## APPENDIX B

### SPSS Result

#### The collected Data

<b>Lack of relevant skills and experience among fresh graduates in Addis Ababa, Ethiopia, contributes to a significant gap between job seekers and available job opportunities</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	52	14.3	14.5	14.5
	Disagree	27	7.4	7.5	22.1
	Moderate	60	16.5	16.8	38.8
	Agree	138	38.0	38.5	77.4
	Strong Agree	81	22.3	22.6	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>That the educational system is not adequately prepares fresh graduates with the relevant skills and experience required by employers</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	58	16.0	16.2	16.2
	Disagree	21	5.8	5.9	22.1
	Moderate	64	17.6	17.9	39.9
	Agree	121	33.3	33.8	73.7
	Strong Agree	94	25.9	26.3	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The government has not implemented effective policies and programs to bridge the gap between job seekers and available job opportunities for fresh graduates</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	52	14.3	14.5	14.5

	Disagree	29	8.0	8.1	22.6
	Moderate	38	10.5	10.6	33.2
	Agree	115	31.7	32.1	65.4
	Strong Agree	124	34.2	34.6	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

**The lack of internship and apprenticeship opportunities for fresh graduates in Addis Ababa contributes to the gap between job seekers and available job opportunities**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	48	13.2	13.4	13.4
	Disagree	31	8.5	8.7	22.1
	Moderate	20	5.5	5.6	27.7
	Agree	127	35.0	35.5	63.1
	Strong Agree	132	36.4	36.9	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

**The lack of collaboration between employers and educational institutions in Addis Ababa is a contributing factor to the gap between job seekers and available job opportunities for fresh graduates**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	59	16.3	16.5	16.5
	Disagree	29	8.0	8.1	24.6
	Moderate	46	12.7	12.8	37.4
	Agree	112	30.9	31.3	68.7
	Strong Agree	112	30.9	31.3	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

**Lack of networking opportunities for fresh graduates in Addis Ababa contributes to the gap between job seekers and available job opportunities**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	54	14.9	15.1	15.1
	Disagree	29	8.0	8.1	23.2
	Moderate	37	10.2	10.3	33.5
	Agree	126	34.7	35.2	68.7
	Strong Agree	112	30.9	31.3	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>Fresh graduates have lack the necessary communication skills to effectively market themselves to potential employers</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	26	7.2	7.3	7.3
	Disagree	37	10.2	10.3	17.6
	Moderate	40	11.0	11.2	28.8
	Agree	140	38.6	39.1	67.9
	Strong Agree	115	31.7	32.1	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The lack of mentorship programs and career guidance for fresh graduates in Addis Ababa hinders their ability to build professional networks</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	44	12.1	12.3	12.3
	Disagree	42	11.6	11.7	24.0
	Moderate	69	19.0	19.3	43.3
	Agree	110	30.3	30.7	74.0
	Strong Agree	93	25.6	26.0	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The use of social media and online platforms for professional networking is limited among fresh graduates in Addis Ababa</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	34	9.4	9.5	9.5
	Disagree	49	13.5	13.7	23.2
	Moderate	57	15.7	15.9	39.1
	Agree	108	29.8	30.2	69.3
	Strong Agree	110	30.3	30.7	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The lack of effective communication channels between educational institutions and employers contributes to the gap between job seekers and available job opportunities</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	33	9.1	9.2	9.2
	Disagree	57	15.7	15.9	25.1
	Moderate	67	18.5	18.7	43.9
	Agree	105	28.9	29.3	73.2
	Strong Agree	96	26.4	26.8	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The job opportunities available in Addis Ababa not align with the academic programs and specializations offered by local universities and colleges</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	30	8.3	8.4	8.4
	Disagree	40	11.0	11.2	19.6
	Moderate	40	11.0	11.2	30.7
	Agree	93	25.6	26.0	56.7
	Strong Agree	155	42.7	43.3	100.0
	Total	358	98.6	100.0	

Missing	System	5	1.4		
Total		363	100.0		

<b>The skills and knowledge acquired by fresh graduates in Addis Ababa not match the specific requirements of the local job market</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	38	10.5	10.6	10.6
	Disagree	40	11.0	11.2	21.8
	Moderate	41	11.3	11.5	33.2
	Agree	107	29.5	29.9	63.1
	Strong Agree	132	36.4	36.9	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The industries with the highest demand for fresh not provide sufficient job opportunities to meet the supply of job seekers</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	40	11.0	11.2	11.2
	Disagree	31	8.5	8.7	19.8
	Moderate	49	13.5	13.7	33.5
	Agree	110	30.3	30.7	64.2
	Strong Agree	128	35.3	35.8	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The government of Ethiopia has not implemented effective policies and programs to align the educational system with the evolving needs of the local job market</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	45	12.4	12.6	12.6
	Disagree	37	10.2	10.3	22.9
	Moderate	32	8.8	8.9	31.8

	Agree	120	33.1	33.5	65.4
	Strong Agree	124	34.2	34.6	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The lack of collaboration between employers and educational institutions contributes to the gap between job seekers and available job opportunities that match their skills and qualifications</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	41	11.3	11.5	11.5
	Disagree	37	10.2	10.3	21.8
	Moderate	37	10.2	10.3	32.1
	Agree	113	31.1	31.6	63.7
	Strong Agree	130	35.8	36.3	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The current economic conditions in Ethiopia have a significant impact on the availability of job opportunities for fresh graduates</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	53	14.6	14.8	14.8
	Disagree	33	9.1	9.2	24.0
	Moderate	24	6.6	6.7	30.7
	Agree	132	36.4	36.9	67.6
	Strong Agree	116	32.0	32.4	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The recent economic challenges, such as inflation, currency fluctuations, and supply chain disruptions, have contributed to a reduction in the number of job openings for fresh graduates in Addis Ababa</b>					
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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	54	14.9	15.1	15.1
	Disagree	33	9.1	9.2	24.3
	Moderate	37	10.2	10.3	34.6
	Agree	128	35.3	35.8	70.4
	Strong Agree	106	29.2	29.6	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The current economic climate in Addis Ababa has led to a higher level of competition among fresh graduates for the limited number of available job opportunities</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	54	14.9	15.1	15.1
	Disagree	28	7.7	7.8	22.9
	Moderate	30	8.3	8.4	31.3
	Agree	134	36.9	37.4	68.7
	Strong Agree	112	30.9	31.3	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The government of Ethiopia has not implemented effective economic policies and stimulus measures to support job creation and employment opportunities for fresh graduates during the current economic challenges</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	50	13.8	14.0	14.0
	Disagree	36	9.9	10.1	24.0
	Moderate	36	9.9	10.1	34.1
	Agree	126	34.7	35.2	69.3
	Strong Agree	110	30.3	30.7	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		

Total	363	100.0		
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<b>The current economic climate in Addis Ababa has led to a shift in the types of job opportunities available, which may not align with the skills and qualifications of fresh graduates</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	47	12.9	13.1	13.1
	Disagree	32	8.8	8.9	22.1
	Moderate	23	6.3	6.4	28.5
	Agree	145	39.9	40.5	69.0
	Strong Agree	111	30.6	31.0	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The number of job opportunities available in Addis Ababa is insufficient to meet the demand from fresh graduates</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	43	11.8	12.0	12.0
	Disagree	40	11.0	11.2	23.2
	Moderate	17	4.7	4.7	27.9
	Agree	139	38.3	38.8	66.8
	Strong Agree	119	32.8	33.2	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>Fresh graduates possess the necessary skills and qualifications required by employers in the local job market</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	42	11.6	11.7	11.7
	Disagree	28	7.7	7.8	19.6
	Moderate	25	6.9	7.0	26.5
	Agree	143	39.4	39.9	66.5

	Strong Agree	120	33.1	33.5	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The educational system has not effectively prepares fresh graduates for the demands of the local job market</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	46	12.7	12.8	12.8
	Disagree	26	7.2	7.3	20.1
	Moderate	23	6.3	6.4	26.5
	Agree	144	39.7	40.2	66.8
	Strong Agree	119	32.8	33.2	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The government of has not implemented policies and programs to facilitate the transition of fresh graduates from education to employment</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	45	12.4	12.6	12.6
	Disagree	29	8.0	8.1	20.7
	Moderate	33	9.1	9.2	29.9
	Agree	138	38.0	38.5	68.4
	Strong Agree	113	31.1	31.6	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		

<b>The collaboration between employers and educational institutions is not effective in aligning the skills and qualifications of fresh graduates with the needs of the local job market</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Disagree	26	7.2	7.3	7.3
	Disagree	44	12.1	12.3	19.6

	Moderate	39	10.7	10.9	30.4
	Agree	125	34.4	34.9	65.4
	Strong Agree	124	34.2	34.6	100.0
	Total	358	98.6	100.0	
Missing	System	5	1.4		
Total		363	100.0		