

## Graduate Employment Survey 2018 Bachelor's Degrees

### I. Summary

1. Bachelor's Degree graduates were at full employment (99.3%) for the thirteenth consecutive year.
2. Employment industry distribution in 2018 stayed similar to that of 2017.
3. Average gross salary had increased by 6.0%, and median gross salary had increased by 0.3%.
4. Within commerce & industry, the greatest salary increases were found in real estate (+23.3%), trading / marketing / retailing (+17.7%) and hospitality & tourism services (+14.6%).
5. Across the salary ranges, more graduates entered high-paying jobs with gross monthly salary of \$30,000 or more (+6.7 p.p.), while there was a decrease of graduates in the income group of \$10,000-\$14,999 (-7.7 p.p.).

### II. Survey methodology

The survey was conducted in the form of questionnaires to all 3,712 full-time graduates. A total of 3,317 graduates replied, representing a response rate of 89.4%.

### III. Key findings

1. Full employment rate of 99.3% was recorded among respondents, thirteen years in a row. Unemployment rate remains steady over the years.
2. The percentage of employed graduates declined slightly from 79.5% in 2017 to 79.1% in 2018 (-0.4 p.p.). A small decrease of 0.3 p.p. was also reported in graduates pursuing further studies (17.3%).
3. The employment industry distribution in 2018 was similar to that in 2017. Business services and financial institutions combined accounted for 25.3% of all the employment industries, up 0.8 p.p. comparing to 2017.

4. Healthy salary increases were observed among graduates. The average monthly gross salary and median monthly gross salary had increased by 6.0% (from \$24,965 to \$26,456) and 0.3% (from \$19,979 to \$20,042) respectively.
5. Within the commercial sector, the three industries that experienced the higher salary hikes were real estate (+23.3%), trading / marketing / retailing (+17.7%) and hospitality & tourism services (+14.6%).
6. 34.0% of the employed graduates were in the gross monthly income group of \$15,000 to \$19,999 (+1.3 p.p.), followed by the income group of \$30,000 or more which accounted for 31.2% of graduates (+6.7 p.p.). Fewer graduates fell into the income group of \$10,000 to \$14,999 (-7.7 p.p.) in this year.
7. Similar to previous employment cycle, more than one-third of graduates (37.5%) received their first job offer before graduation (+2.9 p.p.). 82.0% of them secured an offer within 3 months after graduation.
8. 81.4% of graduates were either satisfied or very satisfied with their jobs. The percentage of graduates changing jobs within the first 6 months of graduation was 10.5%, down 0.2 p.p. comparing to 2017. In general, the vast majority of graduates were stable with their jobs.
9. For non-local graduates, 28.5% (-4.3 p.p.) went for further studies after graduation. A majority of them took Hong Kong (34.3%) or the USA (33.3%) as their destinations. Compared to last year, fewer non-local graduates chose the USA (-5.6 p.p.) or Australia (-3.7 p.p.) for pursuing further studies.
10. Among the non-local graduates who were employed (59.0%), an overwhelming majority of them worked in Hong Kong (84.2%). The percentage of those working in Mainland China (5.1%) had decreased by 3.5 p.p. in this year.

## **Appendix**

**Table 1. Employment Situation of 2018 Full-time Undergraduates**

**Table 2: Employment Industry of 2018 Full-time Undergraduates**

**Table 3: Monthly Income of 2018 Full-time Undergraduates**

**Table 4: Employment industry with highest increase in average monthly gross income of 2018 Full-time Undergraduates**

**Table 5: Distribution of Gross Monthly Income of 2018 Full-time Undergraduates**

**Table 6. Time taken to receive first job offer for 2018 Full-time Undergraduates**

**Table 7: Job Satisfaction of 2018 Full-time Undergraduates**

**Table 8: Job Change of 2018 Full-time Undergraduates**

**Table 9: Employment Situation of 2018 Full-time Non-Local Graduates**

**Table 10: Further Studies Destination of 2018 Full-Time Non-Local Graduates**

**Table 11: Employment Destination of 2018 Full-Time Non-Local Graduates**

**Table 1: Employment Situation of 2018 Full-time Undergraduates**

Employment Situation	2018	2017	Difference
Employed	79.1%	79.5%	-0.4 p.p.
Further Studies	17.3%	17.6%	-0.3 p.p.
Unemployed	0.7%	0.5%	+0.2 p.p.
Others <sup>1</sup>	2.8%	2.4%	+0.4 p.p.

<sup>1</sup> Others included those returning to home countries or those not seeking employment in Hong Kong.

**Table 2: Employment Industry of 2018 Full-time Undergraduates**

Employment Industry	2018	2017	Difference
Civil Service	18.1%	15.4%	+2.7 p.p.
Education	10.4%	10.7%	-0.3 p.p.
Community, Social & Personal Services	17.2%	18.9%	-1.7 p.p.
Commerce & Industry	54.2%	54.9%	-0.7 p.p.
Business Services	14.8%	13.9%	+0.9 p.p.
Financial Institutions	10.5%	10.6%	-0.1 p.p.
Engineering, Architectural & Technical Services	8.6%	8.9%	-0.3 p.p.
Others	20.3%	21.5%	-1.2 p.p.

**Table 3: Monthly Income of 2018 Full-time Undergraduates**

Monthly Income	2018	2017	Difference
Average Monthly Gross	\$26,456	\$24,965	+6.0%
Average Monthly Gross (excluding MBBS and BDS)	\$22,813	\$21,062	+8.3%
Median Monthly Gross	\$20,042	\$19,979	+0.3%
Median Monthly Gross (excluding MBBS and BDS)	\$20,000	\$18,500	+8.1%

**Table 4: Employment industry with highest increase in average monthly gross income of 2018 Full-time Undergraduates**

Employment Industry	2018	2017	Difference
Real Estate	\$22,448	\$18,200	+23.3%
Trading / Marketing / Retailing	\$19,556	\$16,614	+17.7%
Hospitality & Tourism Services	\$19,583	\$17,087	+14.6%

**Table 5: Distribution of Gross Monthly Income of 2018 Full-time Undergraduates**

Gross Income Group	2018	2017	Difference
Less Than \$10,000	0.2%	0.4%	-0.2 p.p.
\$10,000 to \$14,999	9.3%	17.0%	-7.7 p.p.
\$15,000 to \$19,999	34.0%	32.7%	+1.3 p.p.
\$20,000 to \$24,999	19.7%	16.0%	+3.7 p.p.
\$25,000 to \$29,999	5.7%	9.5%	-3.8 p.p.
\$30,000 or more	31.2%	24.5%	+6.7 p.p.

**Table 6: Time taken to receive first job offer for 2018 Full-time Undergraduates**

Time to receive first job offer	2018	2017	Difference
Before Graduation (May)	37.5%	34.6%	+2.9 p.p.
Before August	82.0%	81.1%	+0.9 p.p.
Before November	94.6%	94.9%	-0.3 p.p.
Before February 2017	100.0%	100.0%	-

**Table 7: Job Satisfaction of 2018 Full-time Undergraduates**

Job Satisfaction	2018	2017	Difference
Very satisfied	25.4%	24.0%	+1.4 p.p.
Satisfied	56.0%	57.7%	-1.7 p.p.
Average	16.0%	15.6%	+0.4 p.p.
Not Much Satisfied	2.5%	2.7%	-0.2 p.p.

**Table 8: Job Change of 2018 Full-time Undergraduates**

Job change	2018	2017	Difference
Changed job since graduation	10.5%	10.7%	-0.2 p.p.
No job change since graduation	89.5%	89.3%	+0.2 p.p.

**Table 9: Employment Situation of 2018 Full-time Non-Local Graduates**

Employment Situation	2018	2017	Difference
Employed	59.0%	59.5%	-0.5 p.p.
Further Studies	28.5%	32.8%	-4.3 p.p.
Unemployed	1.1%	0.9%	+0.2 p.p.
Others	11.4%	6.8%	+4.6 p.p.

**Table 10: Further Studies Destination of 2018 Full-time Non-Local Graduates**

Studies Destination	2018	2017	Difference
Hong Kong	34.3%	33.3%	+1.0 p.p.
USA	33.3%	38.9%	-5.6 p.p.
United Kingdom	13.1%	11.1%	+2.0 p.p.
Australia	-	3.7%	-3.7 p.p.
Canada	3.0%	2.8%	+0.2 p.p.
Mainland China	3.0%	1.9%	+1.1 p.p.
Others	13.1%	8.3%	+4.8 p.p.

**Table 11: Employment Destination of 2018 Full-Time Non-Local Graduates**

Employment Destination	2018	2017	Difference
Hong Kong	84.2%	82.7%	+1.5 p.p.
Mainland China	5.1%	8.6%	-3.5 p.p.
Taiwan	2.8%	1.2%	+1.6 p.p.
USA	0.6%	-	+0.6 p.p.
United Kingdom	0.6%	-	+0.6 p.p.
Other Asian Countries	5.6%	6.8%	-1.2 p.p.
Other European Countries	1.1%	0.6%	+0.5 p.p.