

Graduate Employment Survey 2020 Bachelor's Degrees

I. Summary

1. Full employment was achieved among Bachelor's Degree graduates for the fifteenth consecutive year. For graduates who sought employment, the employment rate was high at 98.7%*.
2. Graduates entering Education sector had increased by 3.5 p.p. while those joining Commerce & Industry had decreased by 3.6 p.p.
3. Average monthly gross salary had increased by 2.9%, and median monthly gross salary had gone up by 4.1%.
4. Community, Social & Personal Services sector registered an increase of 8.8% in average gross salary, whereas a salary drop of 7.1% was recorded in Civil Service sector.
5. Within Commerce & Industry, the greatest salary increase was found in Agriculture & Fishery where graduates were mainly employed for product and marketing related work.

II. Survey Methodology

The survey was conducted in the form of questionnaires to all 3,662 full-time graduates. A total of 3,219 graduates replied, representing a response rate of 87.9%.

III. Key Findings

1. Among all the survey respondents, 75.1% were employed and 21.3% decided to pursue further studies. The percentage of graduates pursuing further studies had increased from 17.6% in 2019 to 21.3% in 2020 (+3.7 p.p.), while those being employed had decreased from 79.5% to 75.1% (-4.4 p.p.).
2. Commerce & Industry continued to be the largest employment sector (50.3%) despite a drop of 3.6 p.p. comparing to 2019, followed by Community, Social & Personal Services (21.3%). More graduates were employed in Education (15.4%) in 2020, up 3.5 p.p..

* Ratio of number of employed graduates to total number of graduates who are employed or unemployed.

3. The average and median monthly gross salary had increased steadily by 2.9% (from \$27,175 to \$27,956) and 4.1% (from \$21,125 to \$22,000) respectively.
4. A significant rise of 8.8% in average monthly salary (from \$35,708 to \$38,868) was recorded in Community, Social & Personal Services sector, while that in Civil Service had declined by 7.1% (from \$37,516 to \$34,869).
5. In the commercial sector, the three industries that experienced the highest salary hikes were Agriculture & Fishery (+17.4%), Hospitality & Tourism Services (+10.7%) and Financial Institutions (+7.4%). On a closer look, graduates working in Agriculture & Fishery took up product or marketing jobs in general, same for those in the Hospitality & Tourism Services industry.
6. 33.8% of the employed graduates entered the gross monthly income group of \$30,000 or more, up 1.8 p.p.. More graduates reported a salary of \$10,000 to \$14,999 (+1.7 p.p.) while fewer were in the income groups of \$20,000 to \$24,999 (-1.8 p.p.) and \$15,000 to \$19,999 (-1.6 p.p.).
7. With a slight delay in general, less than half of the graduates (46.9%) received their first job offer before end of June 2020 (-9.6 p.p.). 83.1% of them secured an offer before end of September (-6.6 p.p.).
8. 83.0% of graduates were either satisfied or very satisfied with their jobs. The vast majority of graduates (91.3%) did not change job since graduation. The percentage of graduates changing jobs (8.7%) had decreased comparing to 2019 (-2.6 p.p.).
9. Among non-local graduates, 58.2% of them engaged in employment after graduation, down 7.1 p.p. comparing to last year. For the 32.6% of graduates who chose to pursue further studies, most had taken Hong Kong (37.1%) or the USA (23.5%) as their destinations regardless of the small declines respectively, whereas more graduates decided to further study in Australia (+4.2 p.p.) and the United Kingdom (+2.3 p.p.).
10. A majority of non-local graduates landed their jobs in Hong Kong (68.8%) despite a drop of 7.4 p.p.. The percentage of those working in Mainland China (11.8%) and other Asian countries (14.5%) had increased by 5.2 p.p. and 1.8 p.p. respectively.

Appendix

Table 1: Employment Situation of 2020 Full-time Undergraduates

Table 2: Employment Sector & Major Industry of 2020 Full-time Undergraduates

Table 3: Monthly Income of 2020 Full-time Undergraduates

Table 4: Average Monthly Gross Income of 2020 Full-time Undergraduates by Employment Sector

Table 5: Employment Industry in Commerce & Industry Sector with Highest Increase in Average Monthly Gross Income of 2020 Full-time Undergraduates

Table 6: Distribution of Gross Monthly Income of 2020 Full-time Undergraduates

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Table 12: Employment Destination of 2020 Full-Time Non-Local Graduates

Table 1: Employment Situation of 2020 Full-time Undergraduates

Employment Situation	2020	2019	Difference
Employed	75.1%	79.5%	-4.4 p.p.
Further Studies	21.3%	17.6%	+3.7 p.p.
Unemployed	1.0%	0.8%	+0.2 p.p.
Others ¹	2.6%	2.1%	+0.5 p.p.

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

Table 2: Employment Sector & Major Industry of 2020 Full-time Undergraduates

Employment Sector / Industry	2020	2019	Difference
Civil Service	13.0%	13.6%	-0.6 p.p.
Education	15.4%	11.9%	+3.5 p.p.
Community, Social & Personal Services	21.3%	20.6%	+0.7 p.p.
Commerce & Industry	50.3%	53.9%	-3.6 p.p.
Business Services	14.0%	12.0%	+2.0 p.p.
Financial Institutions	11.3%	11.1%	+0.2 p.p.
Engineering, Architectural & Technical Services	8.2%	11.3%	-3.1 p.p.
Others	16.9%	19.5%	-2.6 p.p.

Table 3: Monthly Income of 2020 Full-time Undergraduates

Monthly Income	2020	2019	Difference
Average Monthly Gross	\$27,956	\$27,175	+2.9%
Average Monthly Gross (excluding MBBS and BDS)	\$23,503	\$23,241	+1.1%
Median Monthly Gross	\$22,000	\$21,125	+4.1%
Median Monthly Gross (excluding MBBS and BDS)	\$20,042	\$20,000	+0.2%

Table 4: Average Monthly Gross Income of 2020 Full-time Undergraduates by Employment Sector

Employment Sector	2020	2019	Difference
Civil Service	\$34,869	\$37,516	-7.1%
Education	\$22,835	\$23,342	-2.2%
Community, Social & Personal Services	\$38,868	\$35,708	+8.8%
Commerce & Industry	\$22,606	\$22,040	+2.6%

Table 5: Employment Industry in Commerce & Industry Sector with Highest Increase in Average Monthly Gross Income of 2020 Full-time Undergraduates

Employment Industry	2020	2019	Difference
Agriculture & Fishery	\$14,229	\$12,117	+17.4%
Hospitality & Tourism Services	\$19,371	\$17,494	+10.7%
Financial Institutions	\$32,785	\$30,518	+7.4%

Table 6: Distribution of Gross Monthly Income of 2020 Full-time Undergraduates

Gross Income Group	2020	2019	Difference
Less Than \$10,000	0.6%	0.2%	+0.4 p.p.
\$10,000 to \$14,999	7.6%	5.9%	+1.7 p.p.
\$15,000 to \$19,999	31.2%	32.8%	-1.6 p.p.
\$20,000 to \$24,999	20.3%	22.1%	-1.8 p.p.
\$25,000 to \$29,999	6.5%	7.0%	-0.5 p.p.
\$30,000 or more	33.8%	32.0%	+1.8 p.p.

Table 7: Time Taken to Receive First Job Offer for 2020 Full-time Undergraduates

Time to receive first job offer	2020	2019	Difference
Before end of June	46.9%	56.5%	-9.6 p.p.
Before end of September	83.1%	89.7%	-6.6 p.p.
Before end of December	95.3%	98.1%	-2.8 p.p.
Before end of February 2021	100.0%	100.0%	-

Table 8: Job Satisfaction of 2020 Full-time Undergraduates

Job Satisfaction	2020	2019	Difference
Very satisfied	30.6%	25.2%	+5.4 p.p.
Satisfied	52.4%	56.1%	-3.7 p.p.
Average	14.3%	16.2%	-1.9 p.p.
Not Much Satisfied	2.7%	2.4%	+0.3 p.p.

Table 9: Job Change of 2020 Full-time Undergraduates

Job change	2020	2019	Difference
Changed job since graduation	8.7%	11.3%	-2.6 p.p.
No job change since graduation	91.3%	88.7%	+2.6 p.p.

Table 10: Employment Situation of 2020 Full-time Non-Local Graduates

Employment Situation	2020	2019	Difference
Employed	58.2%	65.3%	-7.1 p.p.
Further Studies	32.6%	29.9%	+2.7 p.p.
Unemployed	0.9%	0.6%	+0.3 p.p.
Others	8.3%	4.2%	+4.1 p.p.

Table 11: Further Studies Destination of 2020 Full-time Non-Local Graduates

Studies Destination	2020	2019	Difference
Hong Kong	37.1%	39.6%	-2.5 p.p.
USA	23.5%	29.7%	-6.2 p.p.
United Kingdom	14.4%	12.1%	+2.3 p.p.
Australia	5.3%	1.1%	+4.2 p.p.
Mainland China	2.3%	1.1%	+1.2 p.p.
Canada	-	1.1%	-1.1 p.p.
Others	17.4%	15.4%	+2.0 p.p.

Table 12: Employment Destination of 2020 Full-Time Non-Local Graduates

Employment Destination	2020	2019	Difference
Hong Kong	68.8%	76.2%	-7.4 p.p.
Mainland China	11.8%	6.6%	+5.2 p.p.
Taiwan	1.6%	0.6%	+1.0 p.p.
United Kingdom	1.1%	0.6%	+0.5 p.p.
Macau	1.1%	-	+1.1 p.p.
USA	0.5%	1.7%	-1.2 p.p.
Other Asian Countries	14.5%	12.7%	+1.8 p.p.
Other European Countries	-	0.6%	-0.6 p.p.
Others	0.5%	1.1%	-0.6 p.p.