

## Graduate Employment Survey 2019 Bachelor's Degrees

### I. Summary

1. Bachelor's Degree graduates were at full employment (99.2%) for the fourteenth consecutive year.
2. Graduates entering Community, Social & Personal Services sector had increased by 3.4 p.p. while those joining Civil Service had decreased by 4.5 p.p.
3. Average gross salary had increased by 2.7%, and median gross salary had gone up by 5.4%.
4. Education sector registered an increase of 7.4% in average gross salary, whereas a salary drop of 1.1% was recorded in Civil Service sector.
5. Within Commerce & Industry, the greatest salary increases were found in Transport, Storage & Communication (+9.7%), Manufacturing (+8.8%) and Financial Institutions (+6.0%).
6. More graduates reported a gross monthly salary in the range of \$20,000 to \$24,999 (+2.4 p.p.). A decreasing number of graduates were in the income group of \$10,000 to \$14,999 (-3.4 p.p.).

### II. Survey Methodology

The survey was conducted in the form of questionnaires to all 3,707 full-time graduates. A total of 3,228 graduates replied, representing a response rate of 87.1%.

### III. Key Findings

1. Full employment rate of 99.2% was recorded among respondents, fourteen years in a row. Unemployment rate remains steady over the past few years.
2. The percentage of employed graduates had increased slightly from 79.1% in 2018 to 79.5% in 2019 (+0.4 p.p.). Similar increase (+0.3 p.p.) was found in graduates pursuing further studies, from 17.3% to 17.6 %.

3. Commerce & Industry continued to be the largest employment sector (53.9%), followed by Community, Social & Personal Services (20.6%) where an increasing number of graduates (+3.4 p.p.) had landed their job in. Fewer graduates were employed in Civil Service (13.6%), down 4.5 p.p. comparing to 2018.
4. The average and median monthly gross salary had increased healthily by 2.7% (from \$26,456 to \$27,175) and 5.4% (from \$20,042 to \$21,125) respectively.
5. In the commercial sector, the three industries that experienced the higher salary hikes were Transport, Storage & Communication (+9.7%), Manufacturing (+8.8%) and Financial Institutions (+6.0%).
6. 32.8% of the employed graduates were in the gross monthly income group of \$15,000 to \$19,999 and 32.0% of them were in the group of \$30,000 or more. More graduates earned a salary ranging \$20,000 to \$24,999 (+2.4 p.p.) while fewer fell into the income group of \$10,000 to \$14,999 (-3.4 p.p.) in this year.
7. Similar to previous employment cycle, more than half of the graduates (56.5%) received their first job offer before end of June 2019 (+3.1 p.p.). 83.2% of them secured an offer before end of August (+1.2 p.p.).
8. 81.3% of graduates were either satisfied or very satisfied with their jobs. The percentage of graduates changing jobs (11.3%) was similar to 2018. In general, the vast majority of graduates were stable with their jobs.
9. Among non-local graduates, 65.3% of them engaged in employment after graduation, up 6.3 p.p. comparing to last year. For the 29.9% of graduates who chose to pursue further studies, most had taken Hong Kong (39.6%) or the USA (29.7%) as their destinations.
10. A majority of non-local graduates landed their jobs in Hong Kong (76.2%) despite a drop of 8.0 p.p. comparing to 2018. The percentage of those working in Mainland China (6.6%) and other Asian countries (12.7%) had increased by 1.5 p.p. and 7.1 p.p. respectively.

## **Appendix**

**Table 1: Employment Situation of 2019 Full-time Undergraduates**

**Table 2: Employment Industry of 2019 Full-time Undergraduates**

**Table 3: Monthly Income of 2019 Full-time Undergraduates**

**Table 4: Average Monthly Gross Income of 2019 Full-time Undergraduates by Employment  
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2019 Full-time Undergraduates**

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**Table 11: Further Studies Destination of 2019 Full-Time Non-Local Graduates**

**Table 12: Employment Destination of 2019 Full-Time Non-Local Graduates**

**Table 1: Employment Situation of 2019 Full-time Undergraduates**

Employment Situation	2019	2018	Difference
<b>Employed</b>	79.5%	79.1%	+0.4 p.p.
<b>Further Studies</b>	17.6%	17.3%	+0.3 p.p.
<b>Unemployed</b>	0.8%	0.7%	+0.1 p.p.
<b>Others<sup>1</sup></b>	2.1%	2.8%	-0.7 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 2019 Full-time Undergraduates**

Employment Industry	2019	2018	Difference
<b>Civil Service</b>	13.6%	18.1%	-4.5 p.p.
<b>Education</b>	11.9%	10.4%	+1.5 p.p.
<b>Community, Social &amp; Personal Services</b>	20.6%	17.2%	+3.4 p.p.
<b>Commerce &amp; Industry</b>	53.9%	54.2%	-0.3 p.p.
<b>Business Services</b>	12.0%	14.8%	-2.8 p.p.
<b>Financial Institutions</b>	11.1%	10.5%	+0.6 p.p.
<b>Engineering, Architectural &amp; Technical Services</b>	11.3%	8.6%	+2.7 p.p.
<b>Others</b>	19.5%	20.3%	-0.8 p.p.

**Table 3: Monthly Income of 2019 Full-time Undergraduates**

Monthly Income	2019	2018	Difference
<b>Average Monthly Gross</b>	\$27,175	\$26,456	+2.7%
<b>Average Monthly Gross (excluding MBBS and BDS)</b>	\$23,241	\$22,813	+1.9%
<b>Median Monthly Gross</b>	\$21,125	\$20,042	+5.4%
<b>Median Monthly Gross (excluding MBBS and BDS)</b>	\$20,000	\$20,000	-

**Table 4: Average Monthly Gross Income of 2019 Full-time Undergraduates by Employment Sector**

Employment Sector	2019	2018	Difference
Civil Service	\$37,516	\$37,926	-1.1%
Education	\$23,342	\$21,734	+7.4%
Community, Social & Personal Services	\$35,708	\$33,790	+5.7%
Commerce & Industry	\$22,040	\$21,023	+4.8%

**Table 5: Employment Industry with Highest Increase in Average Monthly Gross Income of 2019 Full-time Undergraduates**

Employment Industry	2019	2018	Difference
Transport, Storage & Communication	\$20,745	\$18,915	+9.7%
Manufacturing	\$18,647	\$17,140	+8.8%
Financial Institutions	\$30,518	\$28,792	+6.0%

**Table 6: Distribution of Gross Monthly Income of 2019 Full-time Undergraduates**

Gross Income Group	2019	2018	Difference
Less Than \$10,000	0.2%	0.2%	-
\$10,000 to \$14,999	5.9%	9.3%	-3.4 p.p.
\$15,000 to \$19,999	32.8%	34.0%	-1.2 p.p.
\$20,000 to \$24,999	22.1%	19.7%	+2.4 p.p.
\$25,000 to \$29,999	7.0%	5.7%	+1.3 p.p.
\$30,000 or more	32.0%	31.2%	+0.8 p.p.

**Table 7: Time Taken to Receive First Job Offer for 2019 Full-time Undergraduates**

Time to receive first job offer	2019	2018	Difference
Before end of June	56.5%	53.4%	+3.1 p.p.
Before end of August	83.2%	82.0%	+1.2 p.p.
Before end of November	95.6%	94.6%	+1.0 p.p.
Before end of February 2020	100.0%	100.0%	-

**Table 8: Job Satisfaction of 2019 Full-time Undergraduates**

Job Satisfaction	2019	2018	Difference
Very satisfied	25.2%	25.4%	-0.2 p.p.
Satisfied	56.1%	56.0%	+0.1 p.p.
Average	16.2%	16.0%	+0.2 p.p.
Not Much Satisfied	2.4%	2.5%	-0.1 p.p.

**Table 9: Job Change of 2019 Full-time Undergraduates**

Job change	2019	2018	Difference
Changed job since graduation	11.3%	10.5%	+0.8 p.p.
No job change since graduation	88.7%	89.5%	-0.8 p.p.

**Table 10: Employment Situation of 2019 Full-time Non-Local Graduates**

Employment Situation	2018	2018	Difference
Employed	65.3%	59.0%	+6.3 p.p.
Further Studies	29.9%	28.5%	+1.4 p.p.
Unemployed	0.6%	1.1%	-0.5 p.p.
Others	4.2%	11.4%	-7.2 p.p.

**Table 11: Further Studies Destination of 2019 Full-time Non-Local Graduates**

Studies Destination	2019	2018	Difference
Hong Kong	39.6%	34.3%	+5.3 p.p.
USA	29.7%	33.3%	-3.6 p.p.
United Kingdom	12.1%	13.1%	-1.0 p.p.
Australia	1.1%	-	+1.1 p.p.
Canada	1.1%	3.0%	-1.9 p.p.
Mainland China	1.1%	3.0%	-1.9 p.p.
Others	15.4%	13.1%	+2.3 p.p.

**Table 12: Employment Destination of 2019 Full-Time Non-Local Graduates**

Employment Destination	2019	2018	Difference
Hong Kong	76.2%	84.2%	-8.0 p.p.
Mainland China	6.6%	5.1%	+1.5 p.p.
USA	1.7%	0.6%	+1.1 p.p.
Taiwan	0.6%	2.8%	-2.2 p.p.
United Kingdom	0.6%	0.6%	-
Other Asian Countries	12.7%	5.6%	+7.1 p.p.
Other European Countries	0.6%	1.1%	-0.5 p.p.
Others	1.1%	-	+1.1 p.p.