

## Graduate Employment Survey 2015 Bachelor's Degrees

### I. Summary

1. Full employment for the tenth consecutive year (99.5%).
2. Employment industry distribution in 2015 stayed similar to that of 2014.
3. Average gross salary increased by 2.2%. Median gross salary was the same as last year.
4. Within commerce & industry, the greatest increase in salary was in the hospitality & tourism services (+10.0%), transport, storage & communication (+7.0%) and financial institutions (+5.7%) industries.
5. Across the salary ranges, more graduates entered higher paid jobs ranging \$25,000-\$29,999 (+1.0 p.p.) and \$30,000 or more (+1.9 p.p.), while fewer fell into the range of \$10,000-\$14,999 (-2.6 p.p.).

### II. Survey methodology

The survey was conducted in the form of questionnaires to all 3,369 full-time graduates. A total of 3,042 graduates replied, representing a response rate of 90.3%.

### III. Key findings

1. The survey recorded a full employment rate at 99.5% among respondents, which was ten years in a row. Unemployment rate has been kept steady at a low level over the years.
2. There were 0.3% more graduates going for employment (from 79.1% in 2014 to 79.4% in 2015). Despite the slight variation, the proportion of employment and further studies remained around 80% and 20% respectively over the years.
3. The employment industry distribution in 2015 stayed similar to that of 2014. As a core service economy of Hong Kong, business services combined with financial institutions as in the usual years, accounted for the largest sector of employment at 26.7% in 2015 and 26.6%

in 2014. A slight increase (+0.1 p.p.) was observed for graduates joining these industries.

4. The salaries for 2015 graduates remained steady. The average gross salary increased by 2.2% (\$21,730 in 2015 and \$21,265 in 2014) and the median gross salary was \$18,000, the same as last year.
5. Within those industries in the commercial sector, the three industries that experienced higher salary increase were hospitality & tourism services (+10.0%), transport, storage & communication (+7.0%) and financial institutions (+5.7%).
6. More graduates fell into the gross monthly income group of \$25,000 to \$29,999 (+1.0 p.p.) and \$30,000 or more (+1.9 p.p.), while fewer fell into the group of \$10,000 to \$14,999 (-2.6 p.p.).
7. Similar to previous job employment cycle, more than one-third (39.8%) of graduates secured job offers before graduation.
8. Majority of the graduates experienced good job satisfaction despite a slight variation over the years. 82.1% of the graduates were either satisfied or very satisfied with their jobs. Fewer graduates changed jobs within six months upon graduation this year (9.5% down from 11.7% in 2014). In general, majority of graduates were stable in their employment.
9. One-fourth of non-local graduates pursued further studies (25.2%). Among them, most chose either Hong Kong or USA as the destination for further studies (42.9% for HK and 31.2% for USA respectively). The percentage of those pursuing further studies in Hong Kong decreased by 20.1 percentage points while the corresponding figure for the USA increased by 12.0 percentage points when comparing to last year.
10. Two-third of non-local graduates went for employment (67.6%). Among them, most worked in Hong Kong (84.9%). On the other hand, an increase was observed in non-local graduates choosing to work in Mainland China (+4.7 p.p.) and other Asian countries (+3.2 p.p.) as compared to 2014.

## **Appendix**

**Table 1. Employment Situation of 2015 Full-time Undergraduates**

**Table 2: Employment Industry of 2015 Full-time Undergraduates**

**Table 3: Monthly Income of 2015 Full-time Undergraduates**

**Table 4: Employment industry with highest increase in average monthly gross income of 2015 Full-time Undergraduates**

**Table 5: Distribution of Gross Monthly Income of 2015 Full-time Undergraduates**

**Table 6. Time taken to receive first job offer for 2015 Full-time Undergraduates**

**Table 7: Job Satisfaction of 2015 Full-time Undergraduates**

**Table 8: Job Change of 2015 Full-time Undergraduates**

**Table 9: Employment Situation of 2015 Full-time Non-Local Graduates**

**Table 10: Further Studies Destination of 2015 Full-Time Non-Local Graduates**

**Table 11: Employment Destination of 2015 Full-Time Non-Local Graduates**

**Table 1: Employment Situation of 2015 Full-time Undergraduates**

| Employment Situation | 2015  | 2014  | Difference |
|----------------------|-------|-------|------------|
| Employed             | 79.4% | 79.1% | +0.3%      |
| Further Studies      | 18.3% | 18.8% | -0.5%      |
| Unemployed           | 0.5%  | 0.3%  | +0.2%      |
| Others <sup>1</sup>  | 1.8%  | 1.8%  | 0.0%       |

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

**Table 2: Employment Industry of 2015 Full-time Undergraduates**

| Employment Industry                             | 2015  | 2014  | Difference |
|---|-------|-------|------------|
| Civil Service                                   | 14.8% | 13.5% | +1.3%      |
| Education                                       | 9.2%  | 9.1%  | +0.1%      |
| Community, Social & Personal Services           | 17.1% | 17.0% | +0.1%      |
| Commerce & Industry                             | 58.8% | 60.5% | -1.6%      |
| Business Services                               | 15.1% | 15.0% | +0.1%      |
| Financial Institutions                          | 11.6% | 11.6% | 0.0%       |
| Engineering, Architectural & Technical Services | 11.1% | 10.6% | +0.5%      |
| Others  | 21.0% | 23.3% | -2.2%      |

**Table 3: Monthly Income of 2015 Full-time Undergraduates**

| Monthly Income                                 | 2015     | 2014     | Difference |
|--|----------|----------|------------|
| Average Monthly Gross                          | \$21,730 | \$21,265 | +2.2%      |
| Average Monthly Gross (excluding MBBS and BDS) | \$19,201 | \$18,788 | +2.2%      |
| Median Monthly Gross                           | \$18,000 | \$18,000 | 0.0%       |
| Median Monthly Gross (excluding MBBS and BDS)  | \$17,734 | \$17,200 | +3.1%      |

**Table 4: Employment industry with highest increase in average monthly gross income of 2015 Full-time Undergraduates**

| Employment Industry                | 2015     | 2014     | Difference |
|------------------------------------|----------|----------|------------|
| Hospitality & Tourism Services     | \$16,519 | \$15,014 | +10.0%     |
| Transport, Storage & Communication | \$18,126 | \$16,936 | +7.0%      |
| Financial Institutions             | \$23,615 | \$22,332 | +5.7%      |

**Table 5: Distribution of Gross Monthly Income of 2015 Full-time Undergraduates**

| Gross Income Group   | 2015  | 2014  | Difference |
|----------------------|-------|-------|------------|
| Less Than \$10,000   | 1.6%  | 0.7%  | +0.9%      |
| \$10,000 to \$14,999 | 28.4% | 31.0% | -2.6%      |
| \$15,000 to \$19,999 | 27.4% | 26.9% | +0.5%      |
| \$20,000 to \$24,999 | 15.3% | 17.0% | -1.7%      |
| \$25,000 to \$29,999 | 13.5% | 12.5% | +1.0%      |
| \$30,000 or more     | 13.8% | 11.9% | +1.9%      |

**Table 6: Time taken to receive first job offer for 2015 Full-time Undergraduates**

| Time to receive first job offer | 2015   | 2014   | Difference |
|---------------------------------|--------|--------|------------|
| Before Graduation (May)         | 39.8%  | 36.8%  | +3.0%      |
| Before August                   | 83.3%  | 79.8%  | +3.5%      |
| Before November                 | 95.8%  | 92.0%  | +3.8%      |
| Before February 2016            | 100.0% | 100.0% | -          |



**Table 7: Job Satisfaction of 2015 Full-time Undergraduates**

| Job Satisfaction   | 2015  | 2014  | Difference |
|--------------------|-------|-------|------------|
| Very satisfied     | 23.6% | 23.4% | +0.2%      |
| Satisfied          | 58.5% | 59.7% | -1.2%      |
| Average            | 15.6% | 15.2% | +0.4%      |
| Not Much Satisfied | 2.3%  | 1.7%  | +0.6%      |

**Table 8: Job Change of 2015 Full-time Undergraduates**

| Job change                     | 2015  | 2014  | Difference |
|--------------------------------|-------|-------|------------|
| Changed job since graduation   | 9.5%  | 11.7% | -2.2%      |
| No job change since graduation | 90.5% | 88.3% | +2.2%      |

**Table 9: Employment Situation of 2015 Full-time Non-Local Graduates**

| Employment Situation | 2015  | 2014  | Difference |
|----------------------|-------|-------|------------|
| Employed             | 67.6% | 66.5% | +1.1%      |
| Further Studies      | 25.2% | 27.8% | -2.6%      |
| Unemployed           | 1.6%  | -     | +1.6%      |
| Others               | 5.6%  | 5.7%  | -0.1%      |



**Table 10: Further Studies Destination of 2015 Full-time Non-Local Graduates**

| Studies Destination | 2015  | 2014  | Difference |
|---------------------|-------|-------|------------|
| Hong Kong           | 42.9% | 63.0% | -20.1%     |
| USA                 | 31.2% | 19.2% | +12.0%     |
| United Kingdom      | 7.8%  | 2.7%  | +5.1%      |
| Canada              | 5.2%  | 2.7%  | +2.5%      |
| Mainland China      | 2.6%  | -     | +2.6%      |
| Australia           | -     | 2.7%  | -2.7%      |
| Others              | 10.4% | 9.6%  | +0.8%      |

**Table 11: Employment Destination of 2015 Full-Time Non-Local Graduates**

| Employment Destination   | 2015  | 2014  | Difference |
|--------------------------|-------|-------|------------|
| Hong Kong                | 84.9% | 93.8% | -8.9%      |
| Mainland China           | 5.7%  | 1.0%  | +4.7%      |
| Taiwan                   | 0.6%  | 2.1%  | -1.5%      |
| United Kingdom           | 0.6%  | -     | +0.6%      |
| Other Asian Countries    | 6.3%  | 3.1%  | +3.2%      |
| Other European Countries | 0.6%  | -     | +0.6%      |
| Others                   | 1.3%  | -     | +1.3%      |