

Graduate Employment Survey 2016 Bachelor's Degrees

I. Summary

1. Full employment for the eleventh consecutive year (99.5%).
2. Employment industry distribution in 2016 stayed similar to that of 2015.
3. Average gross salary increased by 6.4%. Median gross salary increased by 2.8%.
4. Within commerce & industry, the greatest increase in salary was in the industries of insurance (+30.1%), electricity, gas & steam (+11.2%) and financial institutions (+8.3%).
5. Across the salary ranges, more graduates entered higher paid jobs ranging \$30,000 or more (+5.3 p.p.), while fewer fell into the range of \$10,000-\$14,999 (-6.6 p.p.).

II. Survey methodology

The survey was conducted in the form of questionnaires to all 3,469 full-time graduates. A total of 3,132 graduates replied, representing a response rate of 90.3%.

III. Key findings

1. Full employment rate of 99.5% was recorded among respondents, the eleventh year in a row. Unemployment rate remains steady over the years.
2. The percentage of graduates taking up employment declined from 79.4% in 2015 to 79.1% in 2016, down 0.3 p.p. Despite the slight change, the proportion of employed graduates and those pursuing further studies stays at 80% and 20% respectively over the years.
3. The employment industry distribution in 2016 was similar to that in 2015. As a service economy, business services and financial institutions combined accounted for 25.3% of all the employment industries, decreased moderately by 1.4 p.p. comparing to 2015.

4. Healthy salary increases were observed among graduates. The average monthly gross salary and median monthly gross salary increased by 6.4% (from \$21,730 to \$23,115) and 2.8% (from \$18,000 to \$18,500) respectively.
5. Within the commercial sector, the three industries that experienced the highest salary hikes were insurance (+30.1%), electricity, gas & steam (+11.2%) and financial institutions (+8.3%).
6. The gross monthly income group of \$15,000 to \$19,999 accounted for 32.6% of the employed graduates (+5.2 p.p.), representing the largest income group. More graduates fell into the group of \$30,000 or more (+5.3 p.p.), while fewer were in the group of \$10,000 to \$14,999 (-6.6 p.p.).
7. Similar to previous employment cycle, more than one-third (37.1%) of graduates secured job offers before graduation.
8. The majority of graduates had job satisfaction despite slight fluctuation over the years. 81.6% of them were either satisfied or very satisfied with their jobs. The percentage of graduates changing jobs within the first 6 months of graduation was similar to that in 2015 (9.7% in 2016 vs. 9.5% in 2015). In general, the vast majority of graduates were stable with their jobs.
9. More than one-third of non-local graduates pursued further studies (35.4%), with the majority choosing either Hong Kong or the USA as their destinations (37.3% in HK and 36.5% in the USA). The percentage of those pursuing further studies in Hong Kong decreased by 5.6 p.p., while that for the USA increased by 5.3 p.p. comparing to 2015.
10. 59.3% of non-local graduates were employed in 2016, of which an overwhelming majority (86.6%) worked in Hong Kong. The choices of employment destination remained similar to those in 2015.

Appendix

Table 1: Employment Situation of 2016 Full-time Undergraduates

Table 2: Employment Industry of 2016 Full-time Undergraduates

Table 3: Monthly Income of 2016 Full-time Undergraduates

Table 4: Employment industry with highest increase in average monthly gross income of 2016 Full-time Undergraduates

Table 5: Distribution of Gross Monthly Income of 2016 Full-time Undergraduates

Table 6: Time taken to receive first job offer for 2016 Full-time Undergraduates

Table 7: Job Satisfaction of 2016 Full-time Undergraduates

Table 8: Job Change of 2016 Full-time Undergraduates

Table 9: Employment Situation of 2016 Full-time Non-Local Graduates

Table 10: Further Studies Destination of 2016 Full-Time Non-Local Graduates

Table 11: Employment Destination of 2016 Full-Time Non-Local Graduates

Table 1: Employment Situation of 2016 Full-time Undergraduates

Employment Situation	2016	2015	Difference
Employed	79.1%	79.4%	-0.3%
Further Studies	17.9%	18.3%	-0.4%
Unemployed	0.5%	0.5%	0.0%
Others ¹	2.4%	1.7%	+0.7%

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

Table 2: Employment Industry of 2016 Full-time Undergraduates

Employment Industry	2016	2015	Difference
Civil Service	15.2%	14.8%	+0.3%
Education	9.8%	9.2%	+0.6%
Community, Social & Personal Services	18.8%	17.1%	+1.7%
Commerce & Industry	56.2%	58.8%	-2.6%
Business Services	15.1%	15.1%	0.0%
Financial Institutions	10.2%	11.6%	-1.4%
Engineering, Architectural & Technical Services	8.1%	11.1%	-3.0%
Others	22.8%	21.0%	+1.8%

Table 3: Monthly Income of 2016 Full-time Undergraduates

Monthly Income	2016	2015	Difference
Average Monthly Gross	\$23,115	\$21,730	+6.4%
Average Monthly Gross (excluding MBBS and BDS)	\$20,269	\$19,201	+5.6%
Median Monthly Gross	\$18,500	\$18,000	+2.8%
Median Monthly Gross (excluding MBBS and BDS)	\$18,000	\$17,734	+1.5%

Table 4: Employment industry with highest increase in average monthly gross income of 2016 Full-time Undergraduates

Employment Industry	2016	2015	Difference
Insurance	\$21,581	\$16,590	+30.1%
Electricity, Gas & Steam	\$21,994	\$19,775	+11.2%
Financial Institutions	\$25,584	\$23,615	+8.3%

Table 5: Distribution of Gross Monthly Income of 2016 Full-time Undergraduates

Gross Income Group	2016	2015	Difference
Less Than \$10,000	0.7%	1.6%	-0.9%
\$10,000 to \$14,999	21.8%	28.4%	-6.6%
\$15,000 to \$19,999	32.6%	27.4%	+5.2%
\$20,000 to \$24,999	15.4%	15.3%	+0.1%
\$25,000 to \$29,999	10.5%	13.5%	-3.0%
\$30,000 or more	19.1%	13.8%	+5.3%

Table 6: Time taken to receive first job offer for 2016 Full-time Undergraduates

Time to receive first job offer	2016	2015	Difference
Before Graduation (May)	37.1%	39.8%	-2.7%
Before August	79.4%	83.3%	-3.9%
Before November	92.4%	95.8%	-3.4%
Before February 2017	100.0%	100.0%	-

Table 7: Job Satisfaction of 2016 Full-time Undergraduates

Job Satisfaction	2016	2015	Difference
Very satisfied	23.2%	23.6%	-0.4%
Satisfied	58.4%	58.5%	-0.1%
Average	15.7%	15.6%	+0.1%
Not Much Satisfied	2.7%	2.3%	+0.4%

Table 8: Job Change of 2016 Full-time Undergraduates

Job change	2016	2015	Difference
Changed job since graduation	9.7%	9.5%	+0.2%
No job change since graduation	90.3%	90.5%	-0.2%

Table 9: Employment Situation of 2016 Full-time Non-Local Graduates

Employment Situation	2016	2015	Difference
Employed	59.3%	67.6%	-8.3%
Further Studies	35.4%	25.2%	+10.2%
Unemployed	0.8%	1.6%	-0.7%
Others	4.4%	5.6%	-1.2%

Table 10: Further Studies Destination of 2016 Full-time Non-Local Graduates

Studies Destination	2016	2015	Difference
Hong Kong	37.3%	42.9%	-5.6%
USA	36.5%	31.2%	+5.3%
United Kingdom	10.3%	7.8%	+2.5%
Canada	4.0%	5.2%	-1.2%
Mainland China	2.4%	2.6%	-0.2%
Australia	1.6%	-	+1.6%
Others	7.9%	10.4%	-2.5%

Table 11: Employment Destination of 2016 Full-Time Non-Local Graduates

Employment Destination	2016	2015	Difference
Hong Kong	86.6%	84.9%	+1.7%
Mainland China	5.5%	5.7%	-0.2%
United Kingdom	1.2%	0.6%	+0.6%
Taiwan	1.2%	0.6%	+0.6%
Other Asian Countries	5.5%	6.3%	-0.8%
Other European Countries	-	0.6%	-0.6%
Others	-	1.3%	-1.3%