



JCU GRADUATE EMPLOYMENT SURVEY

April 2019 Cohort • August 2019 Cohort • November 2019 Cohort

Objectives & Methodology



Research Objectives

- Understand **employment expectations** and **current employment status**
- Gain insights on graduates' **plans** on **further studies**.
- Understand graduate's JCU experience



- **3 Cohorts:** April 2019, August 2019 and November 2019.
- **Apr 2019: 100** respondents.
- **Aug 2019: 107** respondents.
- **Nov 2019: 124** respondents.
- Graduates were sent an invitation to complete the survey **at least 6 months after their graduations**.

OBJECTIVES & METHODOLOGY



Questionnaire was **jointly developed** by Beacon Consulting and JCU Student Services Project Team.



Online methodology – unique survey links were sent to all graduates.

Survey period:
Apr 2019 Cohort – **Oct to Nov 2019**
Aug & Nov 2019 Cohort – **Jun to Jul 2020**

The following modes were used to boost the response rate:

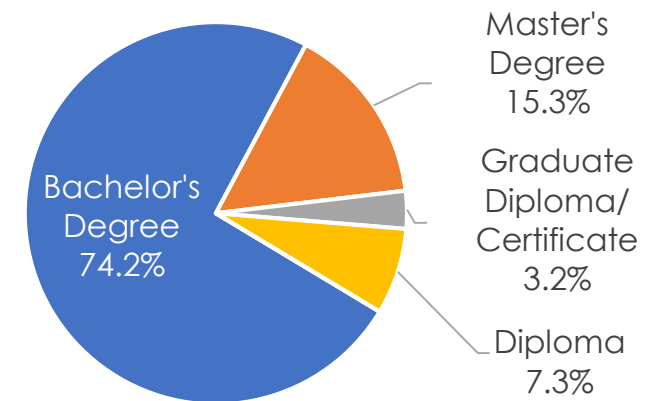
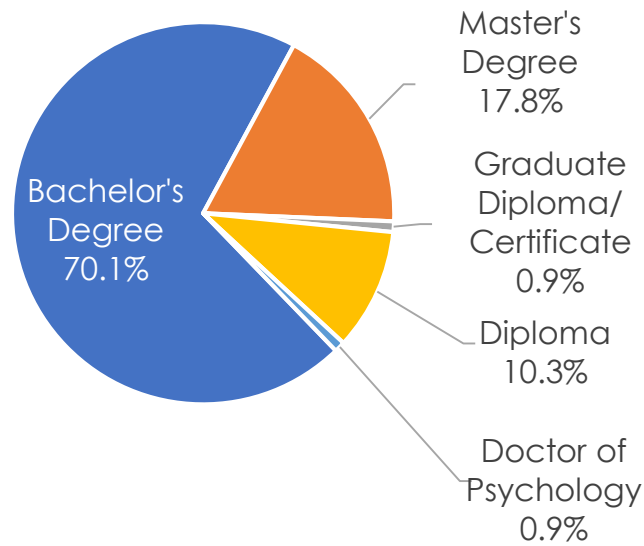
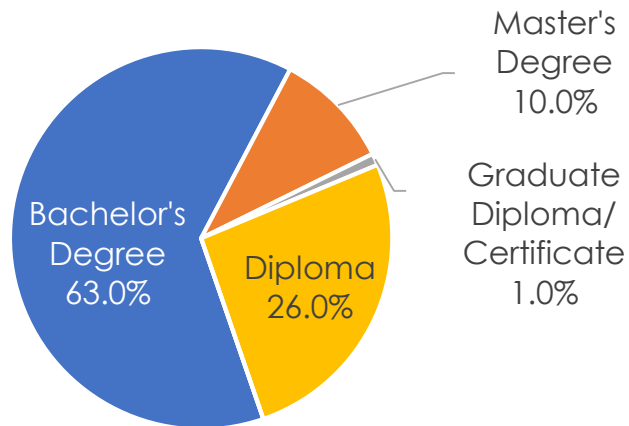
- Email Reminders
- SMS Reminders
- Phone Reminders
- Phone Surveys



Graduate Profile

(Type of Programme)

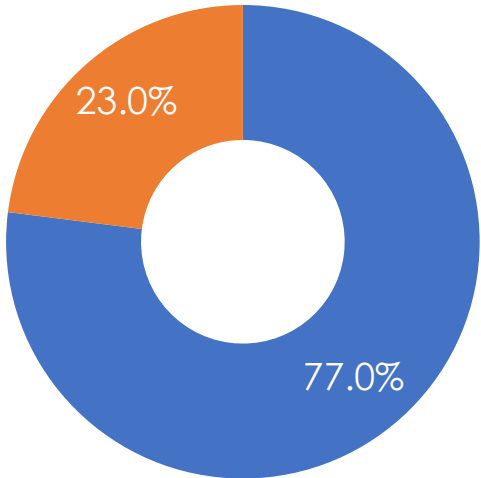
Wave	Apr 2019	Aug 2019	Nov 2019
Number of Respondents	100	107	124





Nationality Profile

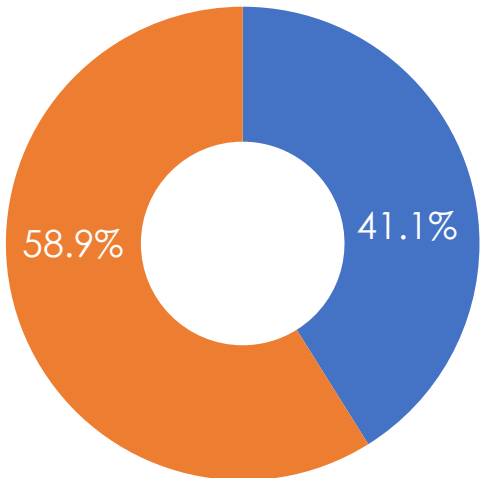
Apr 2019
(n=100)



Top 4 Foreign Nationalities:

- #1. India (9.0%)
- #2. Vietnam (5.0%)
- #3. Malaysia (3.0%)
- #4. China (2.0%)

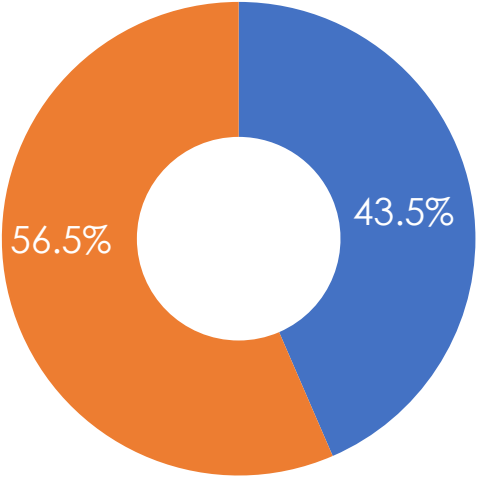
Aug 2019
(n=107)



Top 4 Foreign Nationalities:

- #1. China (13.1%)
- #2. India (12.1%)
- #3. Indonesia (7.5%)
- #4. Vietnam (7.5%)

Nov 2019
(n=124)



Top 4 Foreign Nationalities:

- #1. India (15.3%)
- #2. Vietnam (9.7%)
- #3. Malaysia (8.1%)
- #4. China (5.6%)

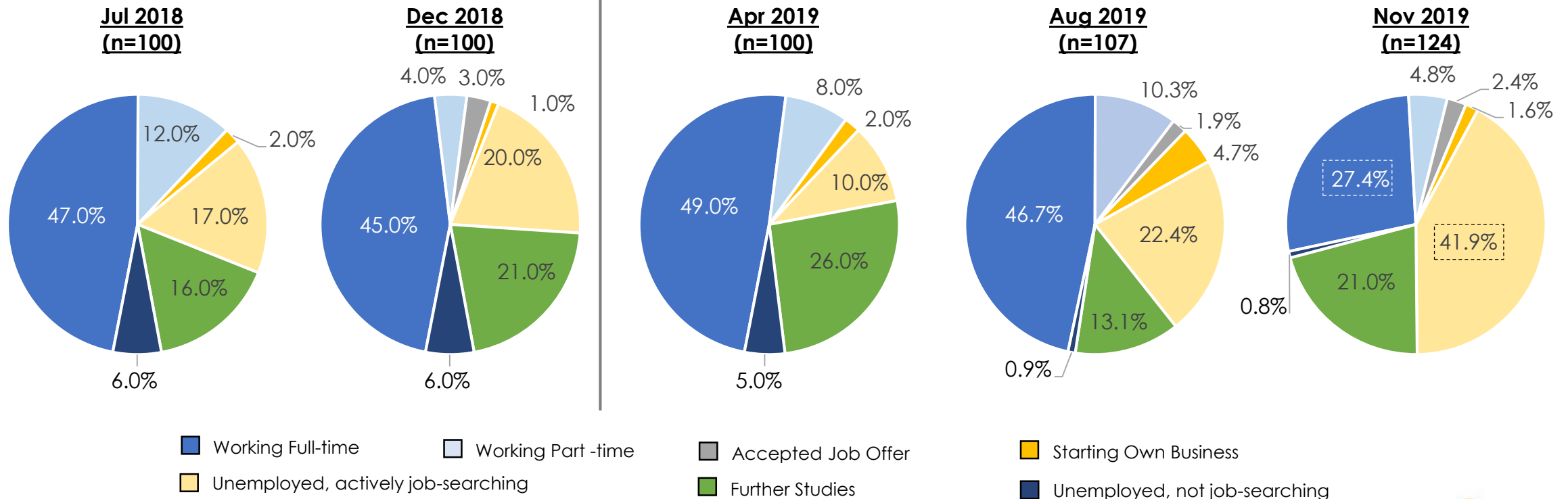
■ Non-Singaporeans ■ Singapore Citizens / Permanent Residents



Employment Status

At least 4 in 10 respondents from the Jul 2018 to Aug 2019 cohorts were “Working Full-time”. For the cohort of Nov 2019, the proportion of respondents who were “Working Full-time” had dropped to 2 in 10 and there was an increase in the proportion of “Further Studies” and “Unemployed, actively job searching” as well.

Q2. Which of the following best describes your Activity Status approximately 6 months after your final examinations?

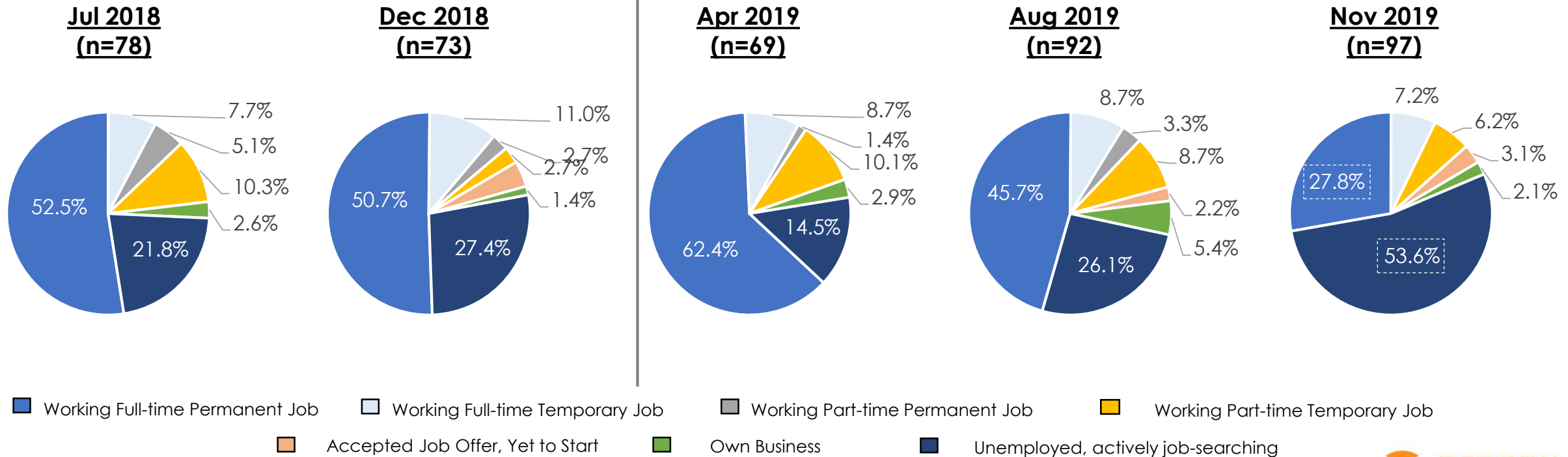


Type of Employment Amongst the Economically Active



Across cohorts, the proportion of economically active graduates who were “Working Full-time Permanent Job” decreased by almost half to 27.8% in Nov 2019. There was also a surge in the proportion of graduates who were “unemployed, actively job-seeking” (53.6%).

Q2. Which of the following best describes your Activity Status approximately 6 months after your final examinations? (Amongst economically active individuals)
 Q3. Which best describes your employment status?

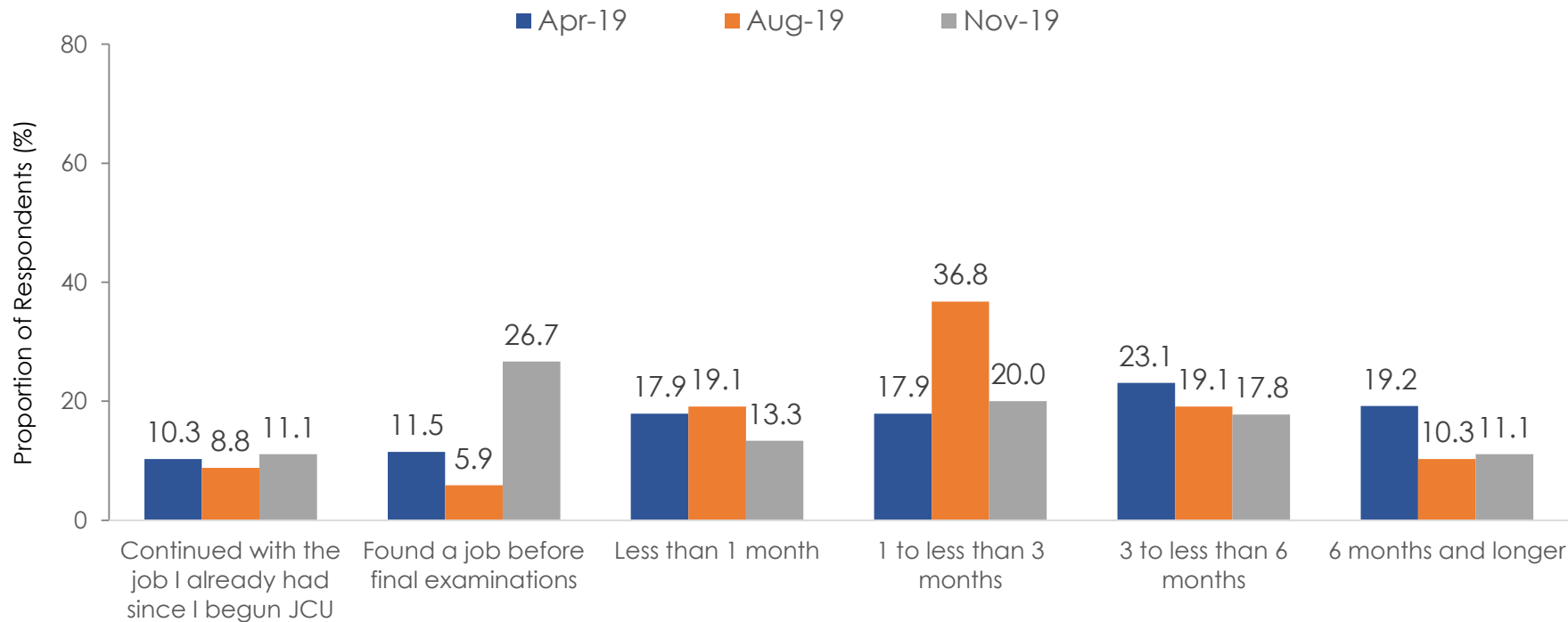




Job Search Duration

In general, **89.3%** of respondents who graduated in Aug and Nov 2019 took less than 6 months to secure a job.

Q5 How long were you looking for a job before becoming employed (after your final examinations)?



Economically active respondents who took less than 6 months to find a job (%)	
Average (Nov & Aug 2019 cohorts)	89.3
Apr 2019	85.7
Aug 2019	89.7
Nov 2019	88.9

Note:

1. This analysis on all respondents who were economically active and had secured a job, planning to start their job or were starting their own business.
2. % of all who are employed from all 3 cohorts and took less than 6 months to find a job.



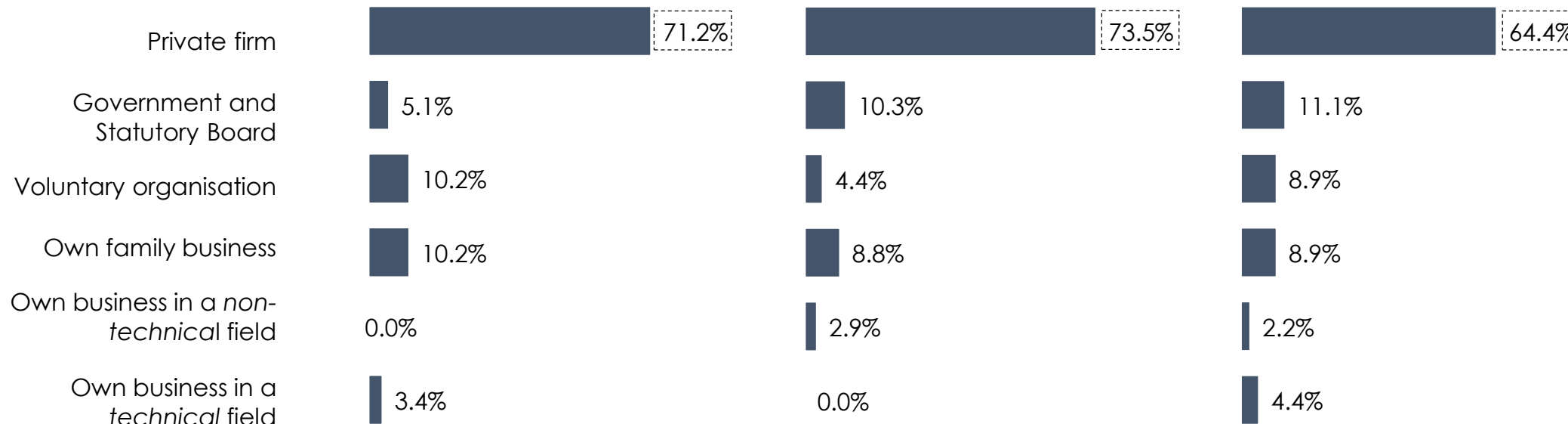
Type of Employment and Organisation

Majority of the 2019 graduates were employed in private firms (e.g. Apr 2019: 71.2%, Aug 2019: 73.5%, Nov 2019: 64.4%).

Q6 Which of the following best describes your employment status approximately 6 months after your final examinations?



Q12a. What is the type of organisation you were working in approximately 6 months after your final examinations?



Note: This analysis was based on all respondents who were currently working, accepted job offer or planning to start their own business.

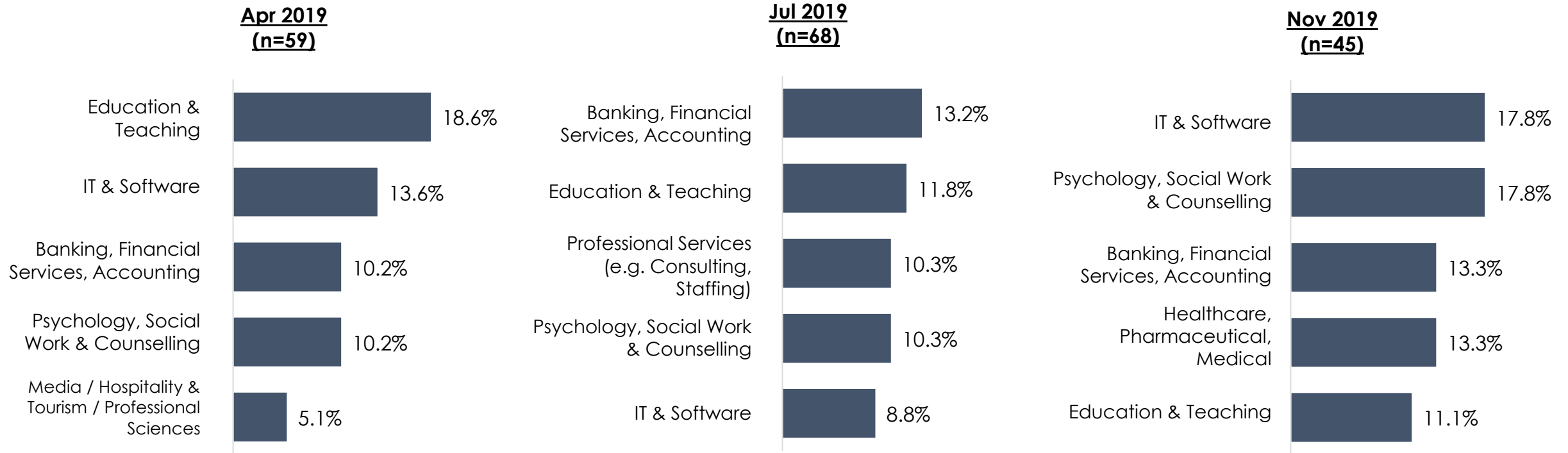


Industries Employed

(Currently Working)

2019 graduates were **mainly employed in these 4 industries: “Education & Teaching”, “IT & Software”, “Psychology, Social Work & Counselling” and “Banking, Financial Services, Accounting”**.

Q13. Which industry were you working in approximately 6 months after your final examinations



Notes:

1. This analysis was based on all respondents who were currently working, accepted job offer or planning to start their own business.
2. Only the top 5 industries were presented.

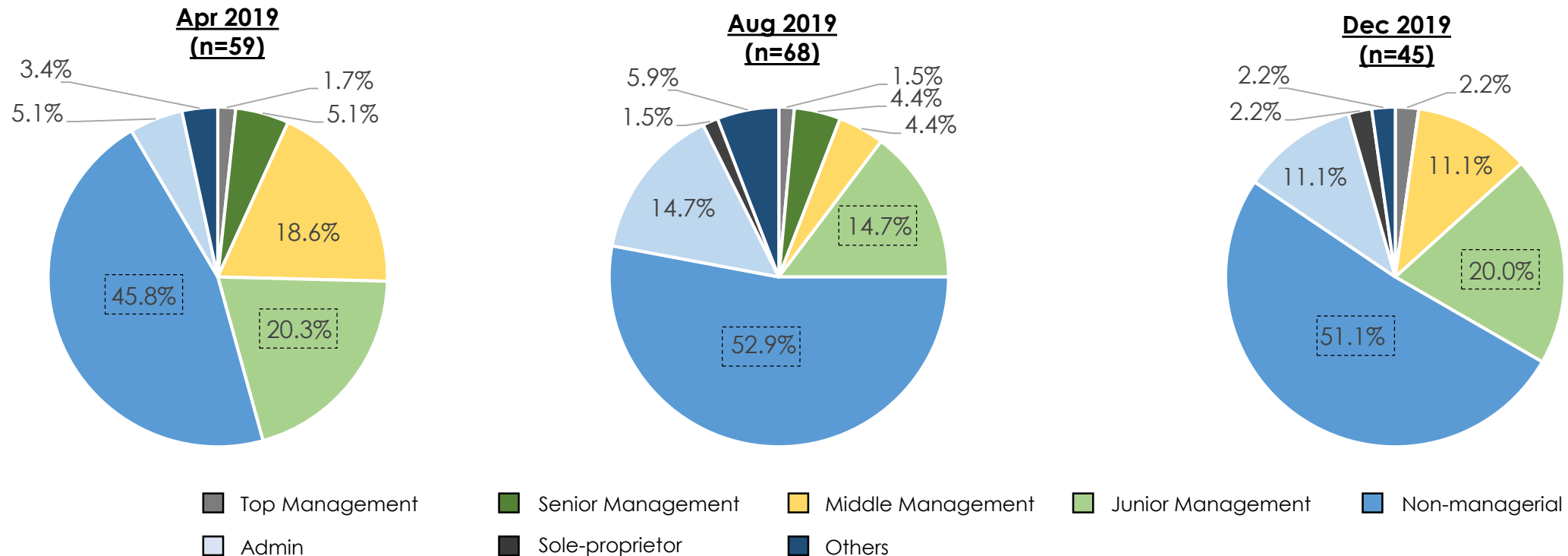


Positions Employed

(Currently Working)

Across all 3 cohorts, **the majority of graduates were employed in “Non-managerial”** (i.e. Apr 2019 = 45.8%, Aug 2019 = 52.9%, Nov 2019 = 51.1%) and **“Junior Management”** (i.e. Apr 2019 = 20.3%, Aug 2019 = 14.7%, Nov 2019 = 20.0%) positions.

Q15 Which of the following best describes your latest job level within that organisation?



Note: This analysis was based on all respondents who were currently working, accepted job offer or planning to start their own business.

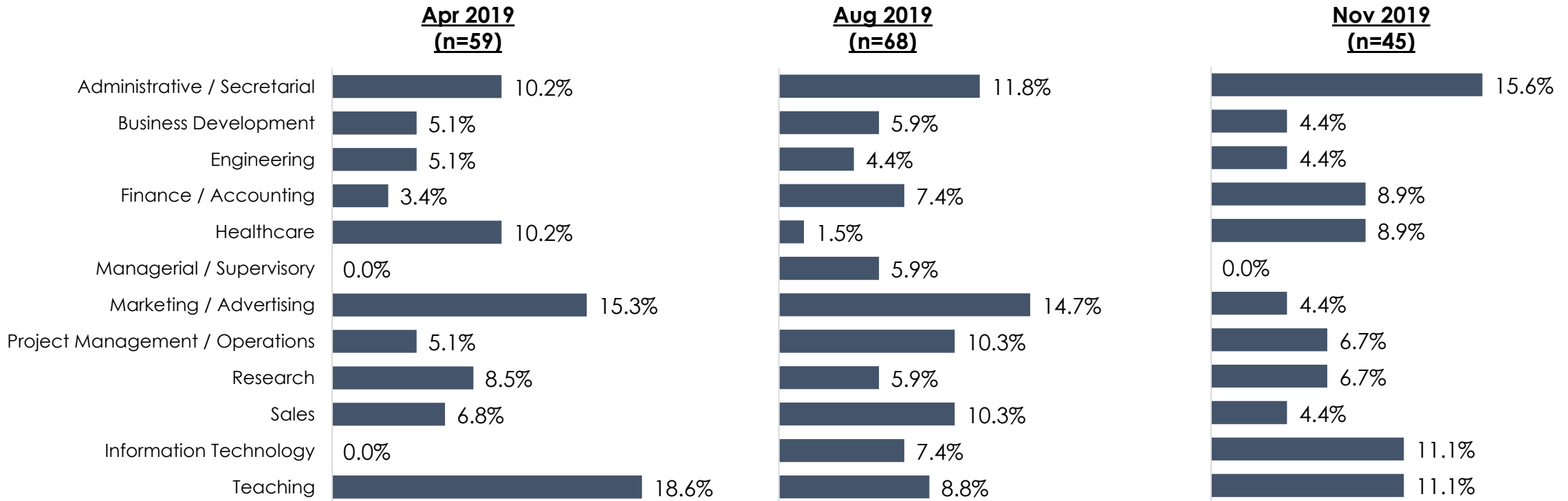


Roles Employed

(Currently Working)

Graduates from all 3 cohorts worked in **a mixture of roles ranging from “Administrative / Secretarial” to “Marketing / Advertising” and “Teaching”.**

Q14 What was your role in this organisation?



Notes:

1. This analysis was based on all respondents who were currently working, accepted job offer or planning to start their own business.
2. Only top 12 roles were presented.

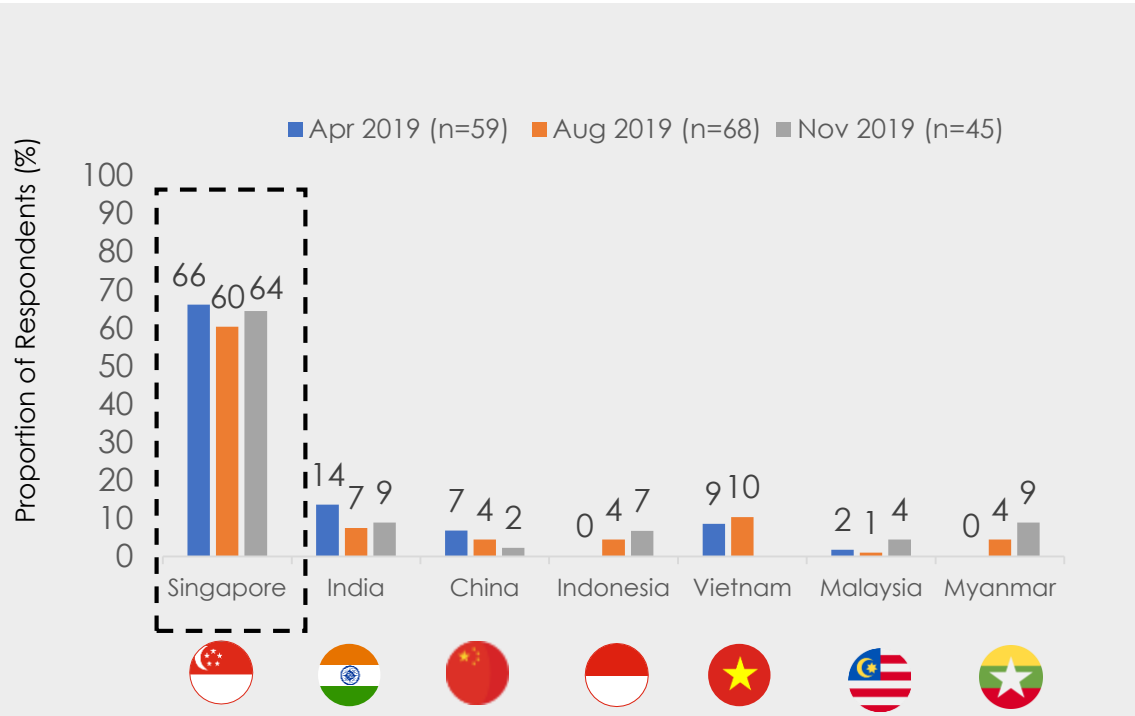


Current Working Location

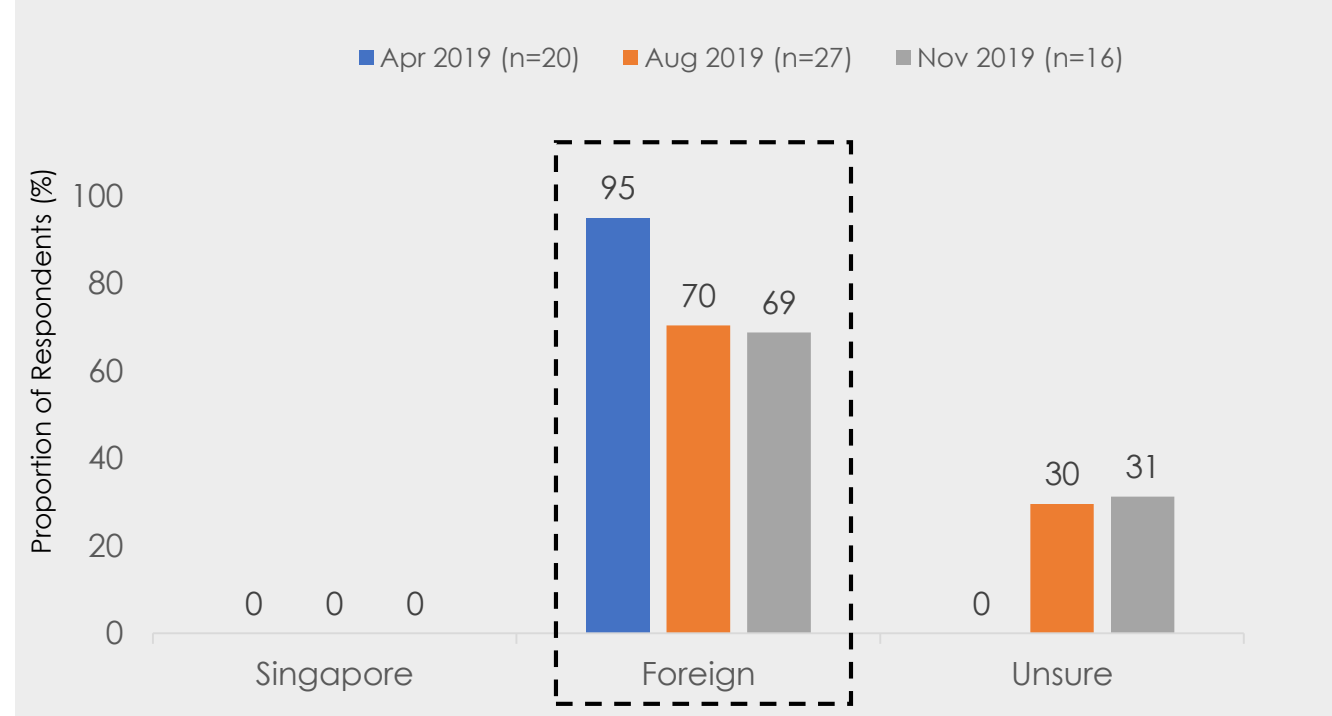
(Currently Working)

Approximately 60% of all graduates who are currently employed are working in Singapore. Majority of respondents who are working overseas are working for a foreign organisation (i.e. Apr 2019: 95%, Aug 2019: 70%, Nov:69%).

Q8. Which country were you working in approximately 6 months after your final examinations? (n=172)



Q10 Please indicate the type of organisation you were working for overseas* (n=63)



Notes:

1. This analysis was based on all respondents who were currently working, accepted job offer or planning to start their own business.
2. *This analysis was based on all respondents who were currently working overseas.

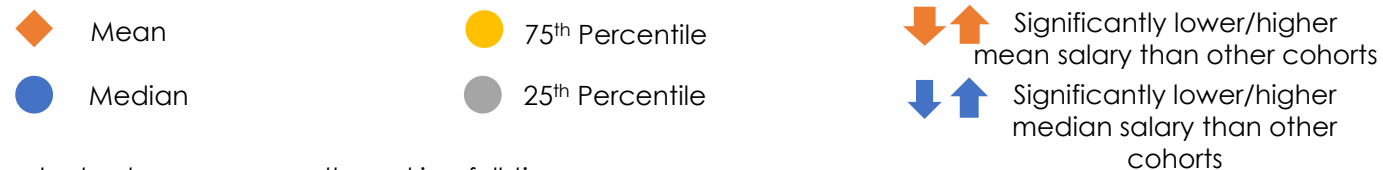
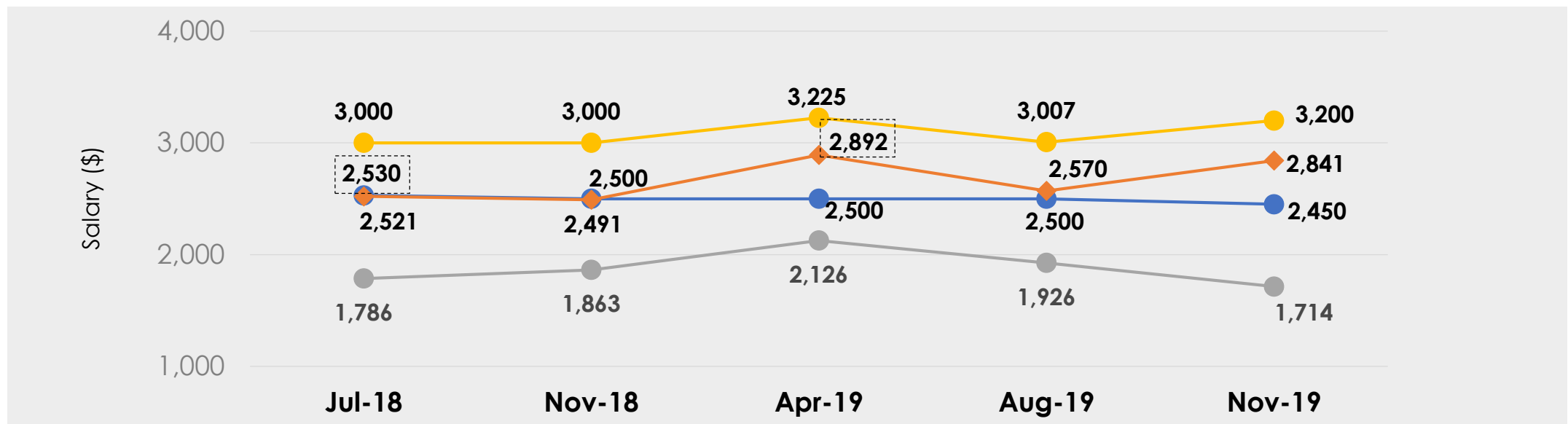


Gross Monthly Salary

(Currently Working)

The **Apr 2019** cohort reported the highest gross mean monthly salary (\$2,892), while **Jul 2018** cohort reported the highest gross median monthly salary (\$2,530).

Q16 Please indicate your gross monthly salary excluding bonuses* in the currency you receive your salary in approximately 6 months after your final examinations.



Notes:

- *This analysis was based on respondents who were currently working full-time.
- Salary in foreign currency has been converted to SGD, having taken into account Purchasing Power Parity. Conversion rate was obtained from the World Bank.

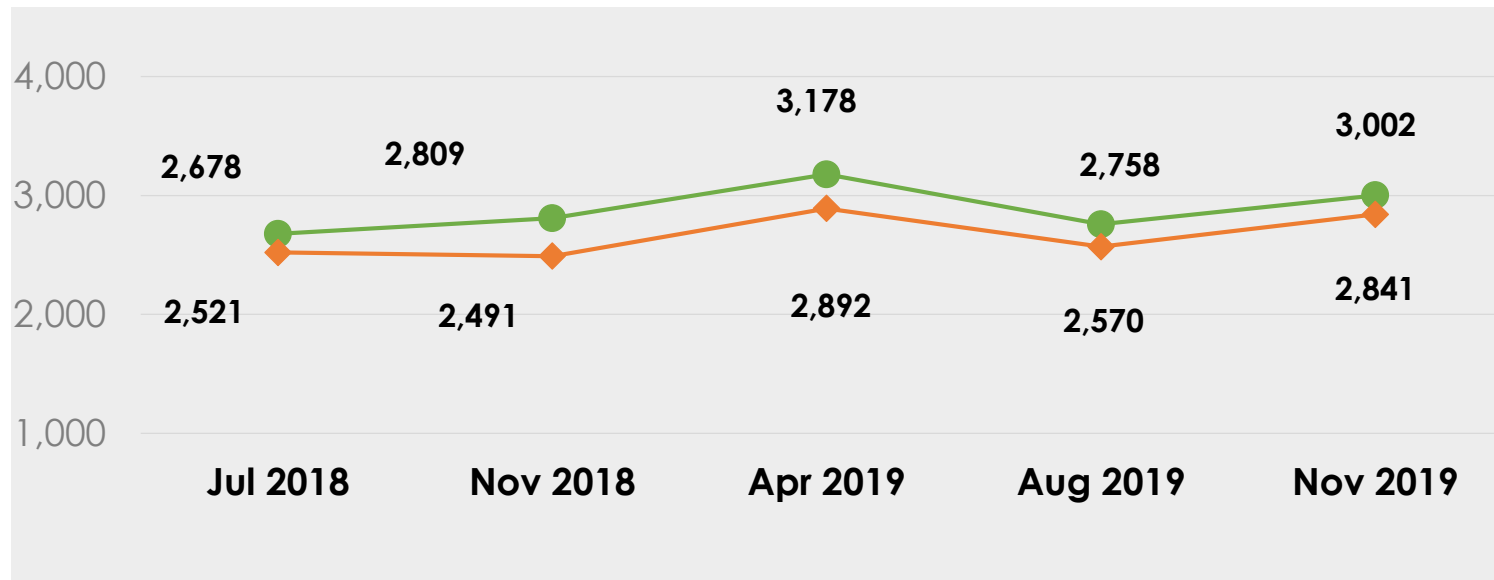


Expected Monthly Salary

(Currently Working)

Notably, respondents who graduated in Apr 2019, Aug 2019 and Nov 2019 reported that **their earnings were 9.9%, 7.3% and 5.7% less than the expected salary** respectively.

Q17 What is the minimum gross monthly salary excluding bonuses* would you expect for a full-time job requiring your degree qualification?



Cohort	Expected Gross Salary	Gross Mean Monthly Salary	Difference	%(Actual - Expected Salary)
Jul 2018	SGD \$2,678	SGD \$2,521	SGD \$157	- 6.2%
Nov 2018	SGD \$2,809	SGD \$2,491	SGD \$318	- 12.8%
Apr 2019	SGD \$3,178	SGD \$2,892	SGD \$286	- 9.9%
Aug 2019	SGD \$2,758	SGD \$2,570	SGD \$188	-7.3%
Nov 2019	SGD \$3,002	SGD \$2,841	SGD \$161	-5.7%

◆ Gross Mean Monthly Salary ● Expected Gross Monthly Salary

Notes:

1. *This analysis was based on respondents who were currently working full-time.
2. Salary in foreign currency has been converted to SGD, having taken into account Purchasing Power Parity. Conversion rate was obtained from the World Bank.



Summary

Employment Rate and Salary of all JCU Graduates with a Bachelor's or Master's Degree

Employment Indicators	Jul 2018 (n=61)	Dec 2018 (n=59)	Apr 2019 (n=63)	Aug 2019 (n=87)	Nov 2019 (n=91)	2019 Average
Overall Employment Rate (Employed/Economically Active)	71.6	69.5%	85.7%	65.5%	41.8%	53.6%
Full-time Permanent Employment Rate (Full-time Permanently Employed/Economically Active)	50.8%	54.2%	66.7%	47.1%	29.7%	38.4%
Gross Mean Monthly Salary (Full-time Permanently Employment)	\$ 2,619	\$2,633	\$3,024	\$2,829	\$2,995	\$2,912

Note:

1. This analysis was based on respondents with a Bachelor's or Master's degree and are economically active.
2. Employed = Working Full-Time and Working Part-Time.
3. Economically Active = Working Full-Time, Working Part-Time, Accepted job offer, Starting Own Business, Unemployed but actively looking for job.
4. Overall Employment Rate = Employed / Economically Active.
5. Full-time Permanent Employment Rate = Full-time Permanently Employed / Economically Active.
6. Average overall employment rate and average full-time permanent employment rate was based on the average employment rate and average full-time permanent employment rate of all economically active respondents who graduated in Aug and Nov 2019, respectively.



Summary

Employment Rate and Salary of Local JCU Graduates with a Bachelor's or Master's Degree

Employment Indicators	Jul 2018 (n=26)	Dec 2018 (n=48)	Apr 2019 (n=47)	Aug 2019 (n=39)	Nov 2019 (n=43)	2019 Average
Overall Employment Rate (Employed/Economically Active)	76.9%	72.9%	87.2%	64.1%	46.5%	55.3%
Full-Time Permanent Employment Rate (Full-time Permanently Employed/Economically Active)	46.2%	56.3%	63.8%	51.3%	30.2%	40.8%
Gross Mean Monthly Salary (Full-time Permanently Employment)	\$3,442	\$2,718	\$3,104	\$2,914	\$2,804	\$2,859

Note:

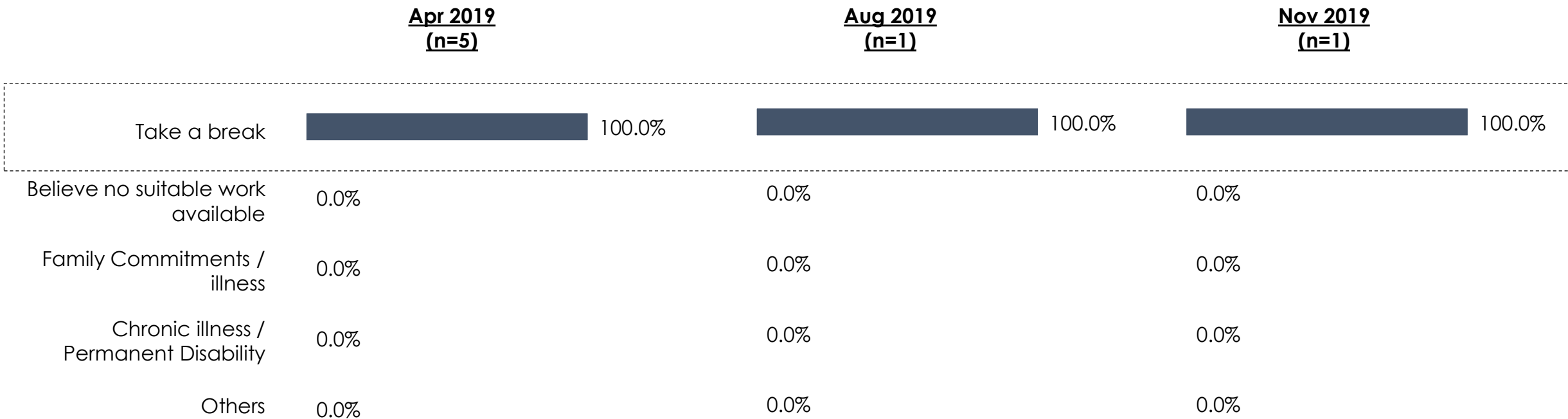
1. This analysis was based on economically active Singaporean respondents with a Bachelor's or Master's degree.
2. Employed = Working Full-Time and Working Part-Time.
3. Economically Active = Working Full-Time, Working Part-Time, Accepted job offer, Starting Own Business, Unemployed but actively looking for job.
4. Overall Employment Rate = Employed / Economically Active.
5. Full-time Permanent Employed Rate = Full-time Permanently Employed / Economically Active.

Unemployed and not Actively Seeking Employment



All who were unemployed and not actively seeking employment highlighted that they were **“taking a break”**.

Q6 What was your main reason for not working and not looking for a job?



Note: This analysis was based on all respondents who were unemployed and not actively looking for a job.

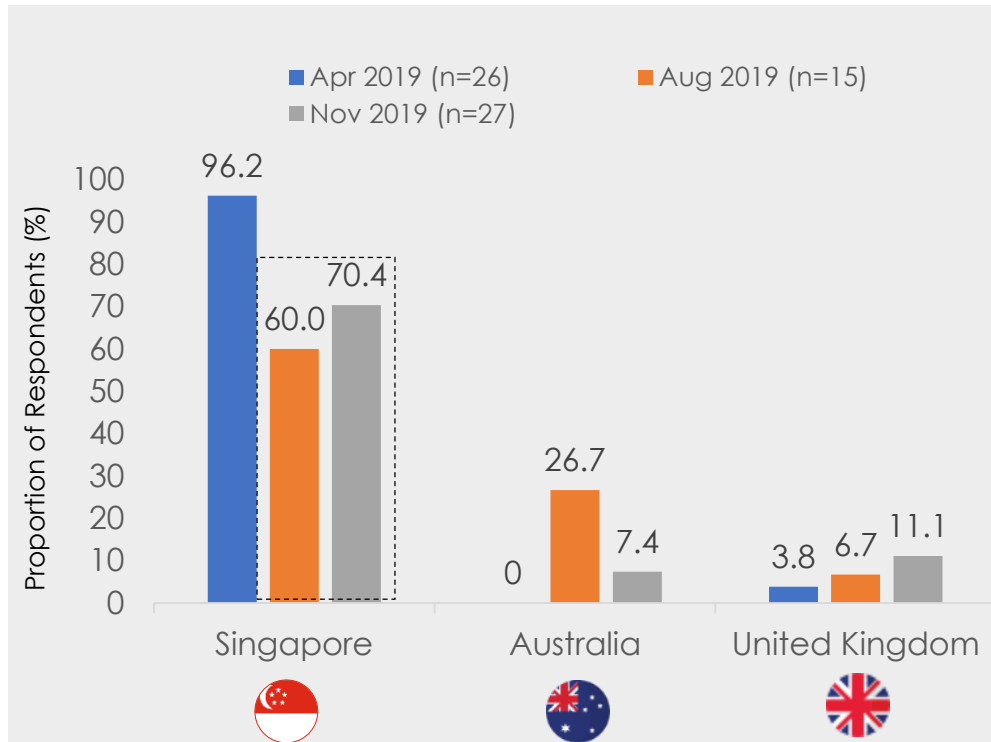


Further Studies

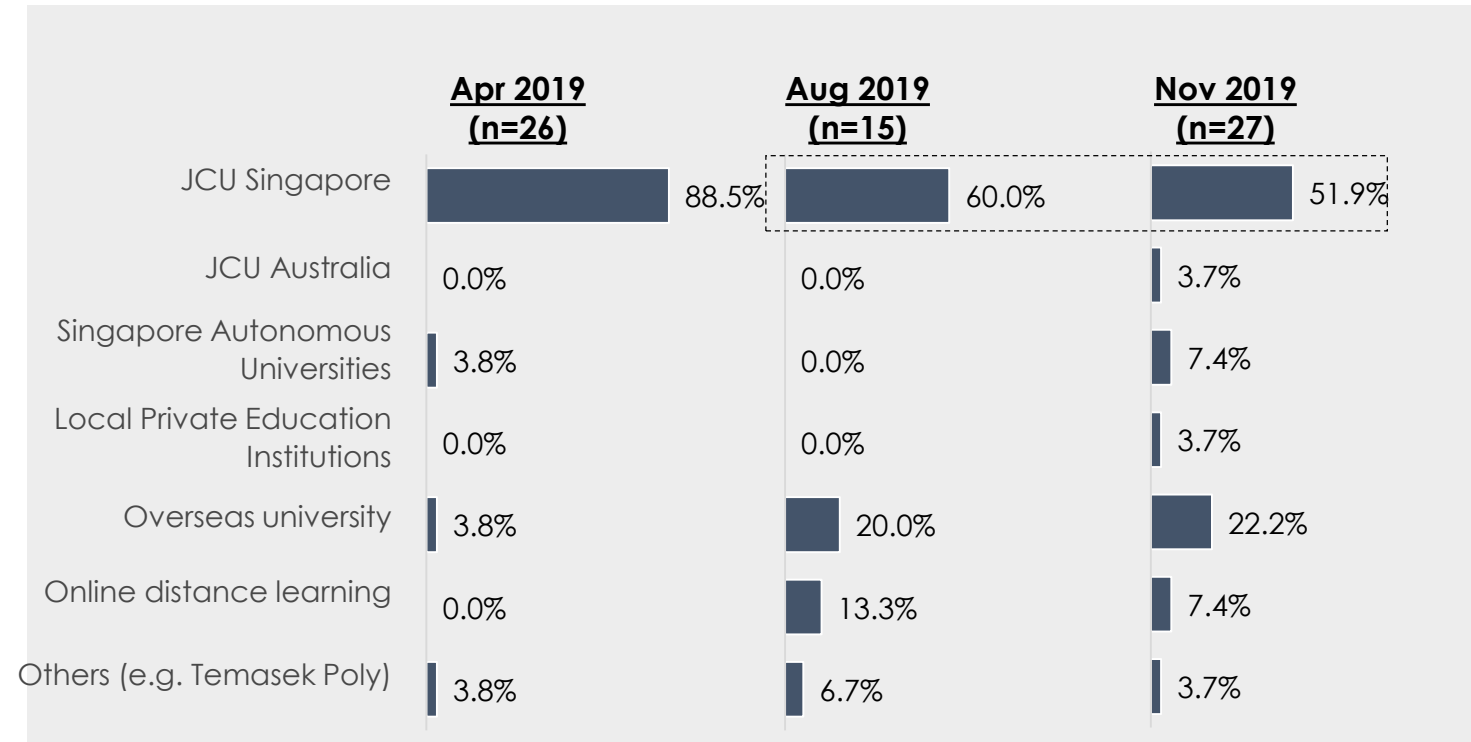
(Currently Furthering Studies)

At least 6 out of 10 graduates who graduated in Aug 2019 (60.0%) and Nov 2019 (70.4%) are **currently pursuing an education in Singapore**. **At least half of the respondents who are pursuing further studies are studying in JCU Singapore**.

Q21 Which country are you studying in? (Top 3)



Q5 Which institution are you studying in?



Note: This analysis was based on all respondents.

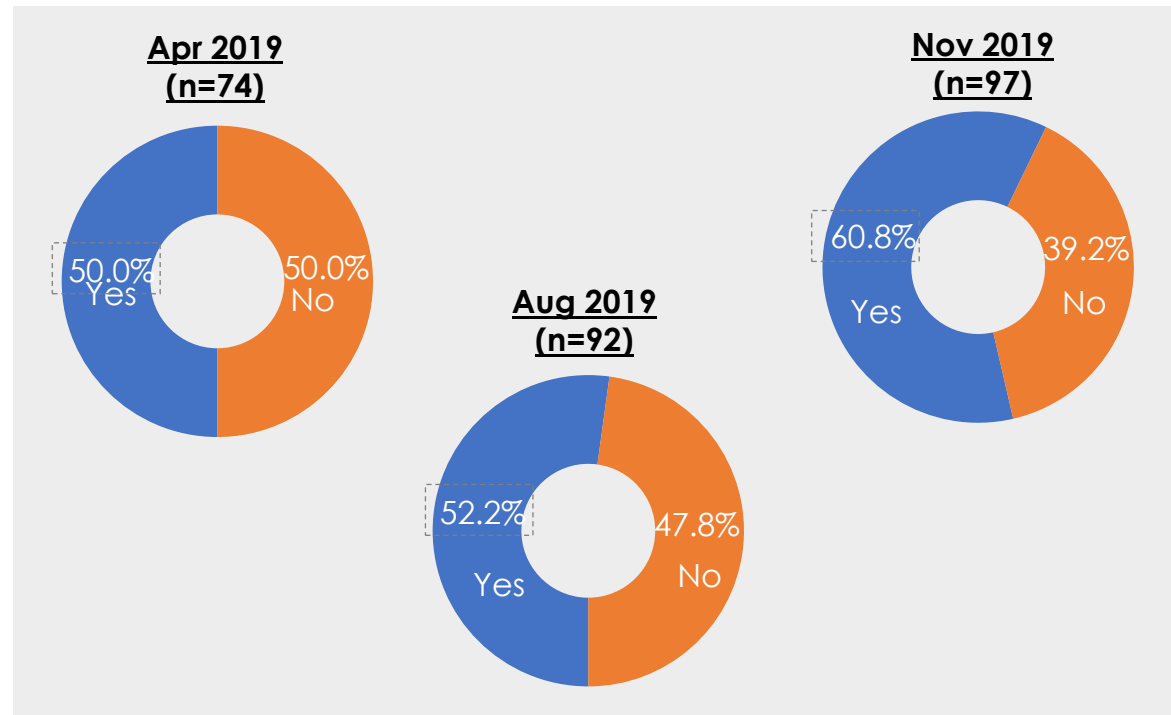


Plans to Further Studies

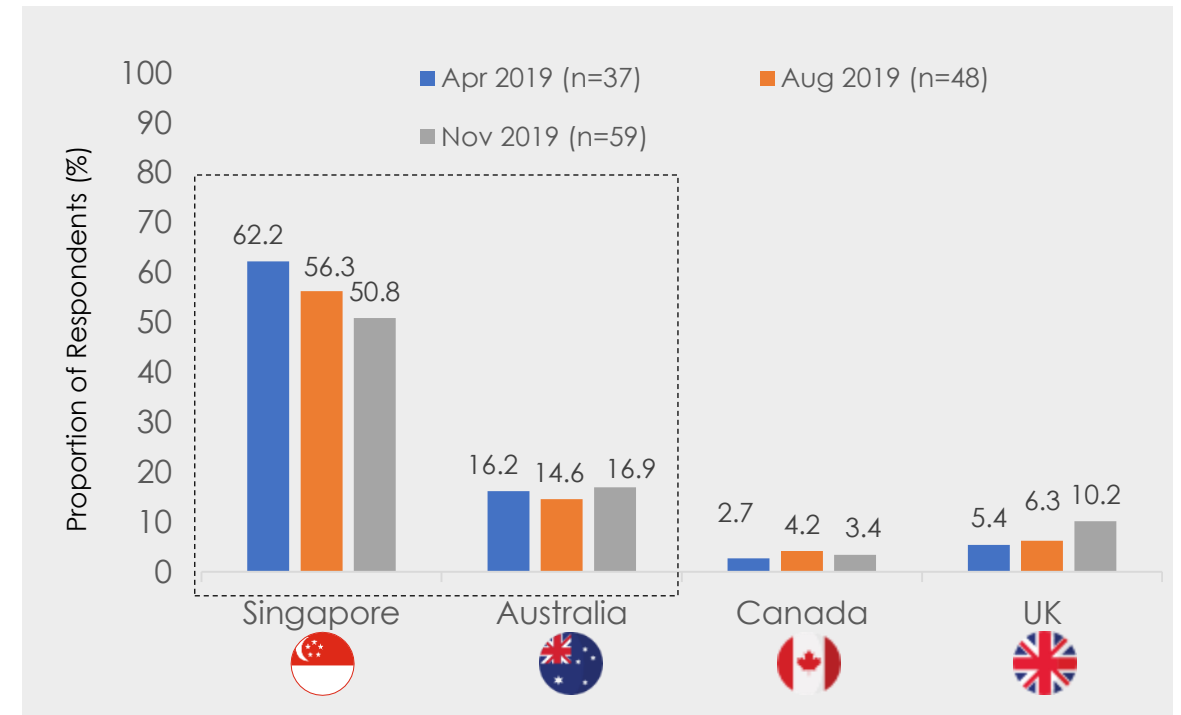
(Intend to Further Studies*)

Intentions to further their studies in the next 5 years increased after each cohort (i.e. Apr 2019: 50.0%, Aug: 52.2%, Nov 2019: 60.8%). **“Singapore”** (i.e. Apr 2019: 62.2%, Aug: 56.3%, Nov 2019: 50.8%) and **“Australia”** (i.e. Apr 2019: 16.2%, Aug: 14.6%, Nov 2019: 16.9%) remains the **top 2 countries graduates mentioned they were likely to further their studies at**.

Q20 Do you intend to further your studies in the next 5 years?



Q21b Which country are you most likely to further your studies in?



Note: *This analysis was based on all respondents who were not currently studying.

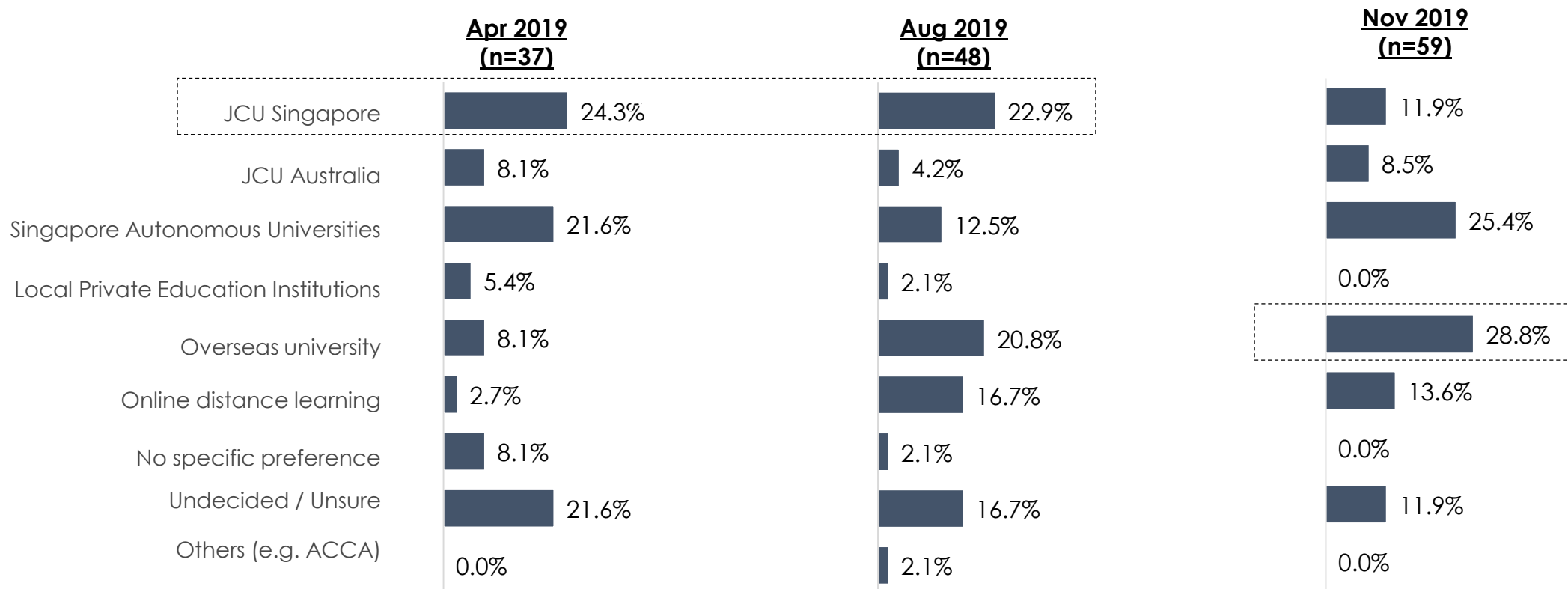


Plans to Further Studies (Cont.)

(Intend to Further Studies*)

Apr 2019 (24.3%) and Aug 2019 (22.9%) graduates expressed the greatest preference to further their studies at “JCU Singapore”. On the contrary, **“Overseas University” was the preferred institution amongst Nov 2019 graduates (28.8%)** to pursue their studies.

Q22b Where are you planning to pursue your further studies?



Note: *This analysis was based on all respondents who were not currently studying, but have intentions to further their studies.



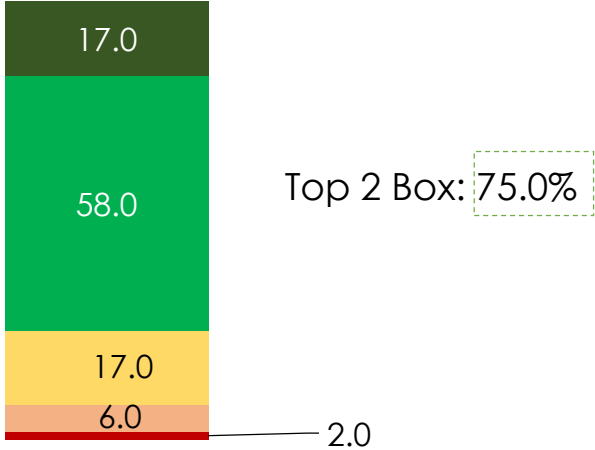
Benefits from Completion of Course

(Apr 2019)

Three-quarters of JCU alumni who graduated in April 2019 were satisfied with their JCU experience. Similar to findings from the previous cohorts, those who were “Working full-time” (79.6%) and “Further Studies” (80.8%) were more satisfied with their JCU experience.

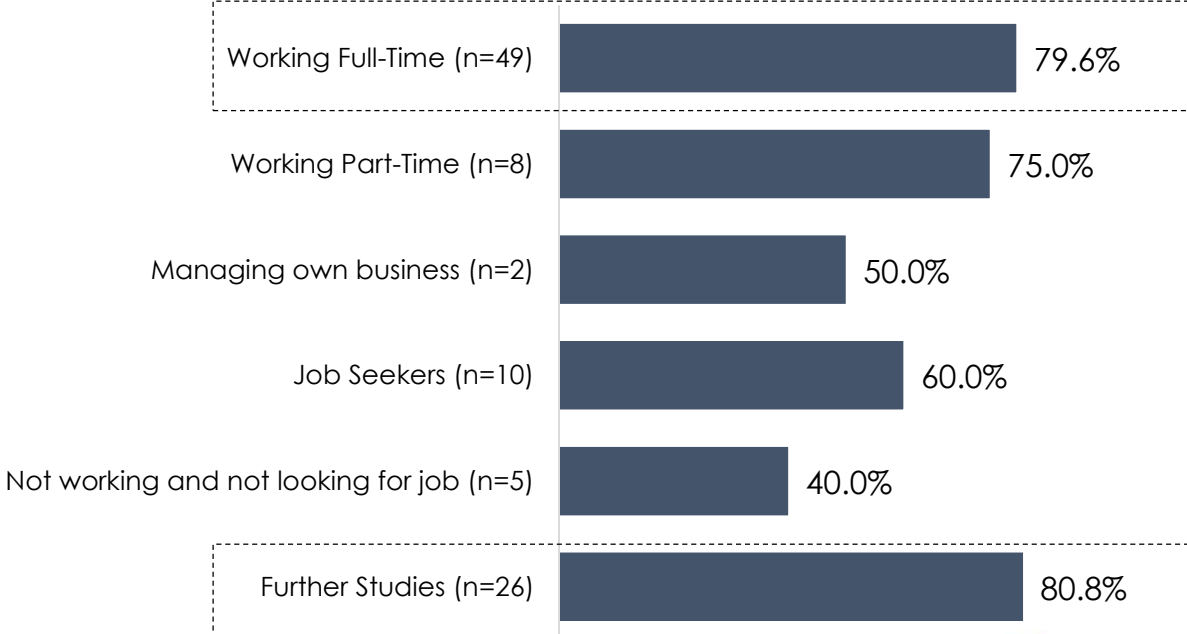
Q29 Overall, how satisfied are you with your experience at JCU?

Satisfaction with JCU Experience



- Very Satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

Employment Status and Satisfaction Levels



Note: This analysis was based on all respondents who graduated in April 2019, n=100.



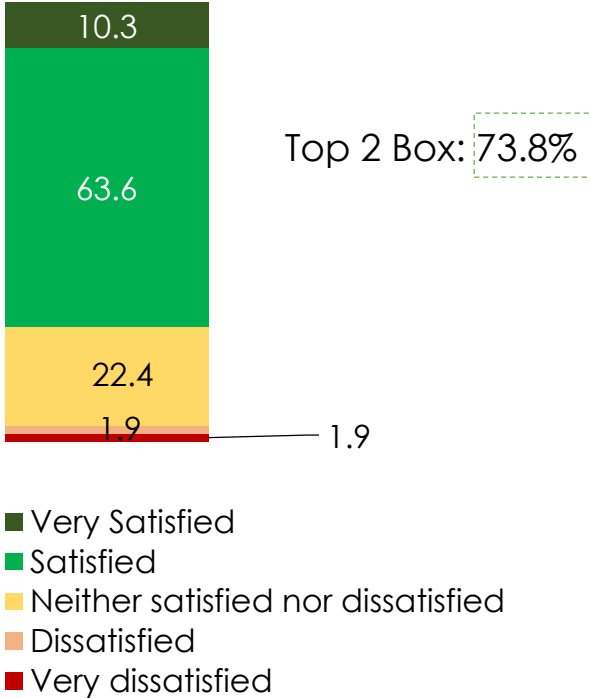
Benefits from Completion of Course

(Aug 2019)

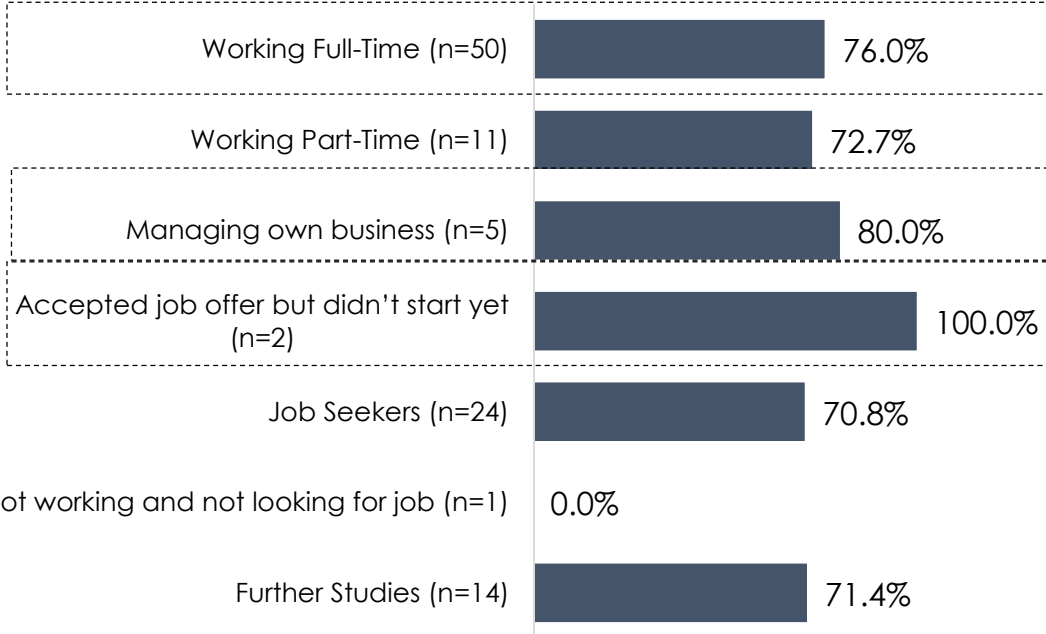
73.8% of JCU alumni who graduated in Aug 2019 were satisfied with their JCU experience. Those who have “Accepted job offer” (100.0%), “Managing own Business” (80.0%) and “Working full-time” (76.0%) were most satisfied with their JCU experience.

Q29 Overall, how satisfied are you with your experience at JCU?

Satisfaction with JCU Experience



Employment Status and Satisfaction Levels



Note: This analysis was based on all respondents who graduated in August 2019, n=107.



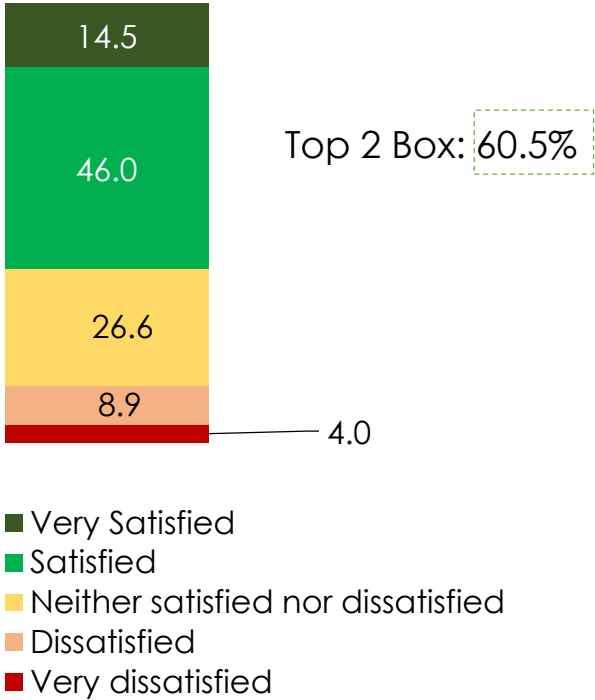
Benefits from Completion of Course

(Nov 2019)

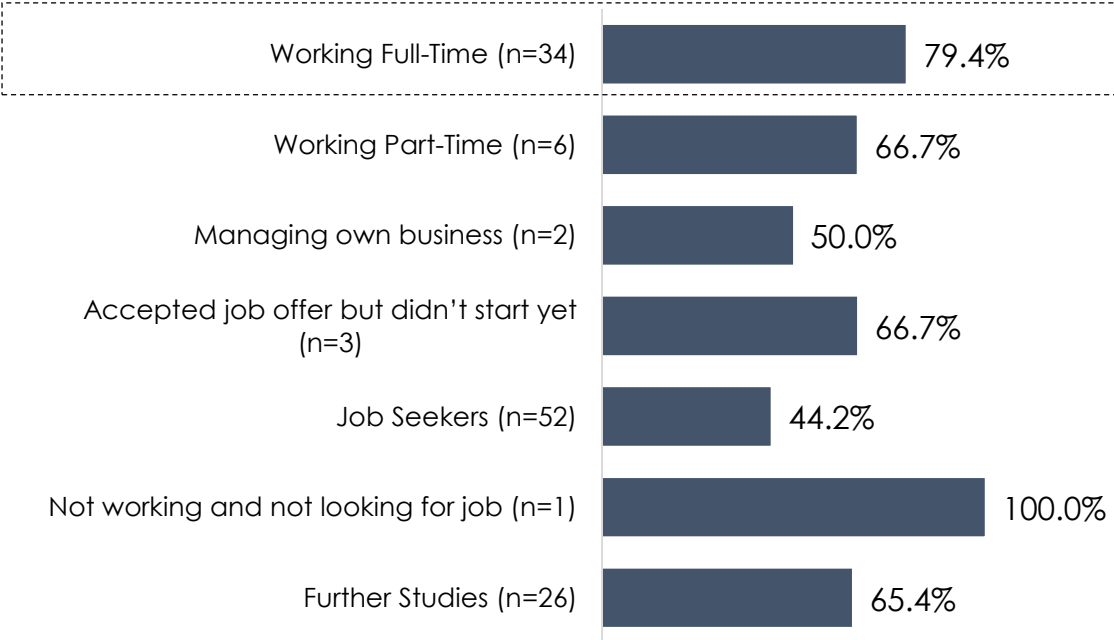
6 out of 10 respondents from the Nov 2019 cohort were satisfied with their JCU experience. Those "Working Full-Time" (79.4%) reported higher satisfaction than those working part-time or were looking for a job.

Q29 Overall, how satisfied are you with your experience at JCU?

Satisfaction with JCU Experience



Employment Status and Satisfaction Levels



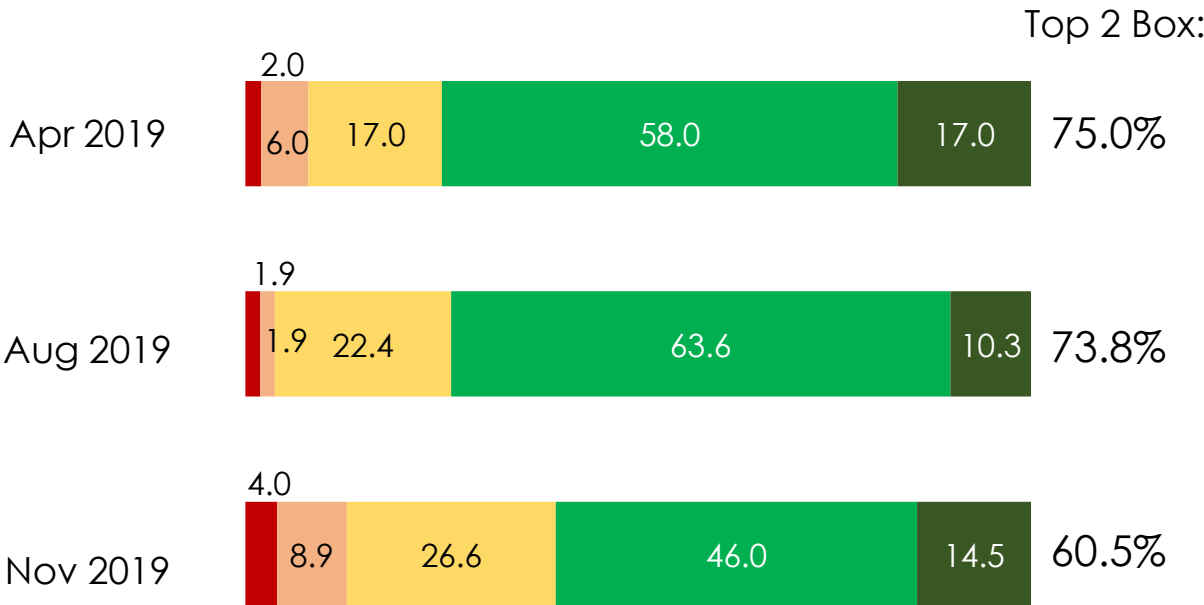
Note: This analysis was based on all respondents who graduated in November 2019, n=124.



Benefits from Completion of Courses (Cont.)

Notably, those who were the most satisfied with their JCU experience felt that they have benefitted most from having “**Boosted Confidence / Self-Esteem**” (i.e. Apr 2019: 94.7%, Aug 2019: 94.9%, Nov 2019: 96.0%).

Q27 In your opinion, has completion of the course you have taken at JCU helped in any of the following?



Top 2 Box:

Those who were satisfied with their JCU experience cited having benefitted from the following the most:

Apr 2019: Boosted Confidence / Self-Esteem (94.7%), Developed New Job Skills (92.0%)

Aug 2019: Taking this Course Made me More Employable / More Productive on Job (97.5%), Expanded my Network of Contacts (96.2%), Boosted Confidence / Self-Esteem / Able to Deliver Better Service / Developed New Job Skills / Given Additional / New Job Responsibilities (94.9%)

Nov 2019: Developed New Job Skills (98.7%), Boosted Confidence / Self-Esteem (96.0%)

Those who were least satisfied with their JCU experience cited not having benefitted from the following:

Apr 2019: Retained Current Job which Otherwise could have been Lost (87.5%)

Aug 2019: Given Pay Rise (75.0%), Given a Promotion (75.0%)

Nov 2019: Given Pay Rise (75.0%), Given a Promotion (75.0%)

Notes:

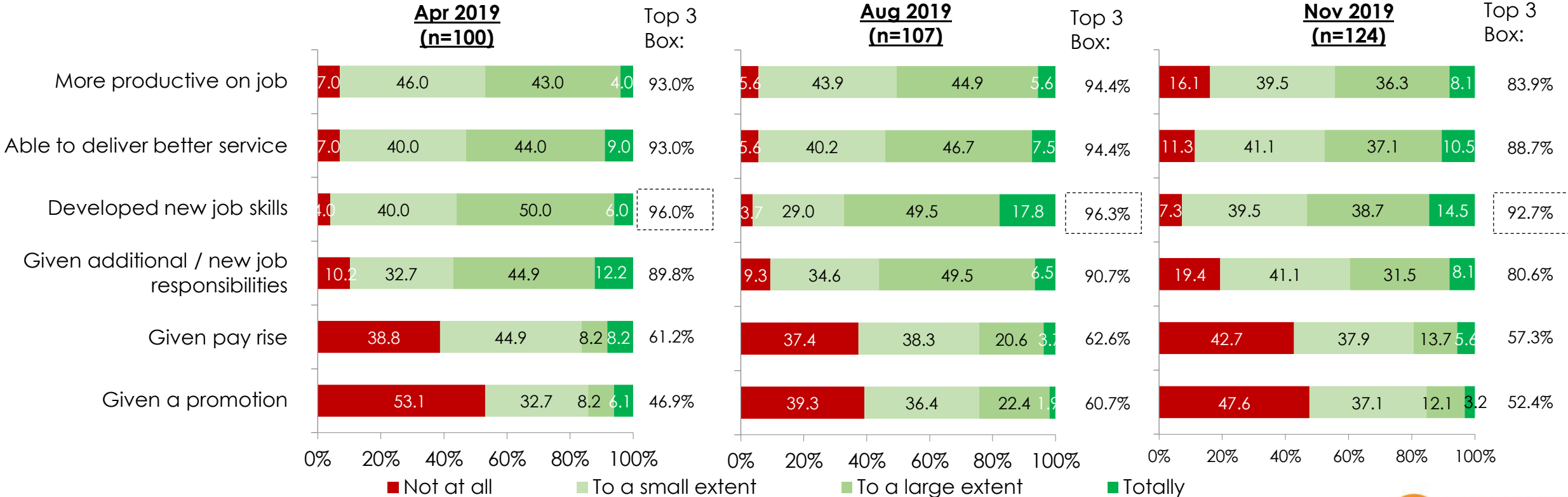
1. "Satisfied" = respondents who had rated 4 or 5 on "Overall, how satisfied are you with your experience at JCU? "
2. "Least Satisfied" = respondents who had rated 1 or 2 on "Overall, how satisfied are you with your experience at JCU? "



Benefits from Completion of Course

Graduates from all 3 cohorts felt **they benefitted most in the area of “Developed new job skills”** from the completion of course (i.e. Apr 2019: 96.0%, Aug 2019: 96.3%, Nov 2019: 92.7%).

Q27 In your opinion, has completion of the course you have taken at JCU helped in any of the following?



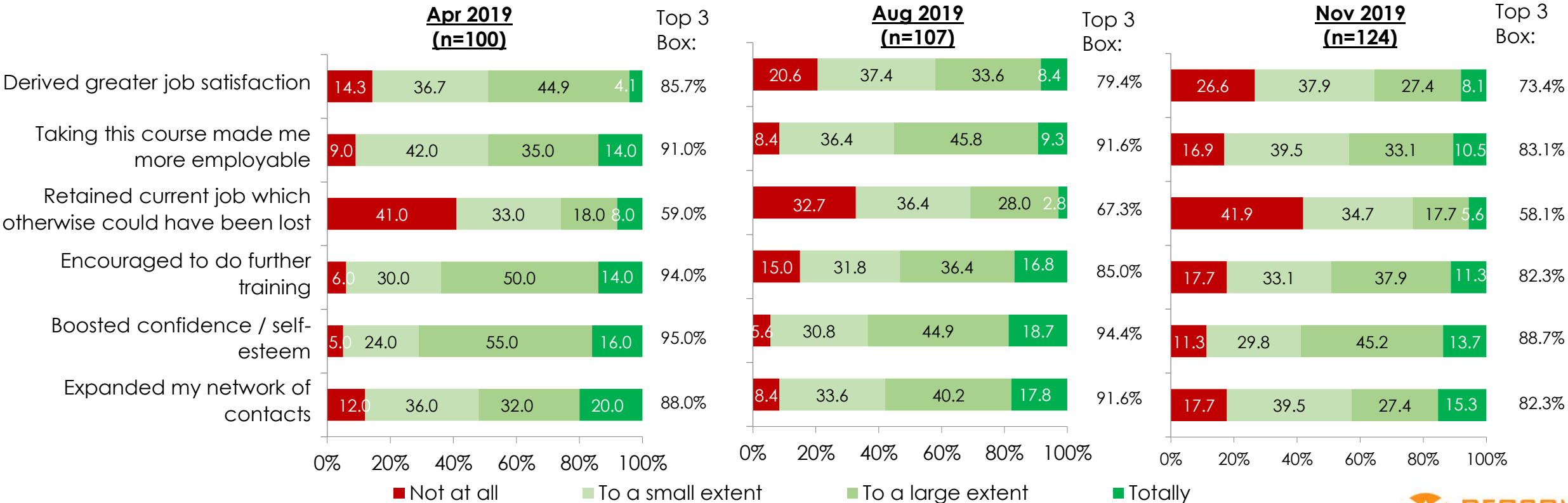
Note: “Given Additional / New Job Responsibilities”, “Given Pay Rise”, and “Given a Promotion”, were only applicable for those respondents who were working in a full-time job within 12 months prior to studying at JCU.



Benefits from Completion of Course (Cont.)

With the exception of "Given a Promotion", graduates from Nov 2019 cohort received fewer benefits from completing the course than their counterparts who graduated earlier.

Q27 In your opinion, has completion of the course you have taken at JCU helped in any of the following? (Cont.)

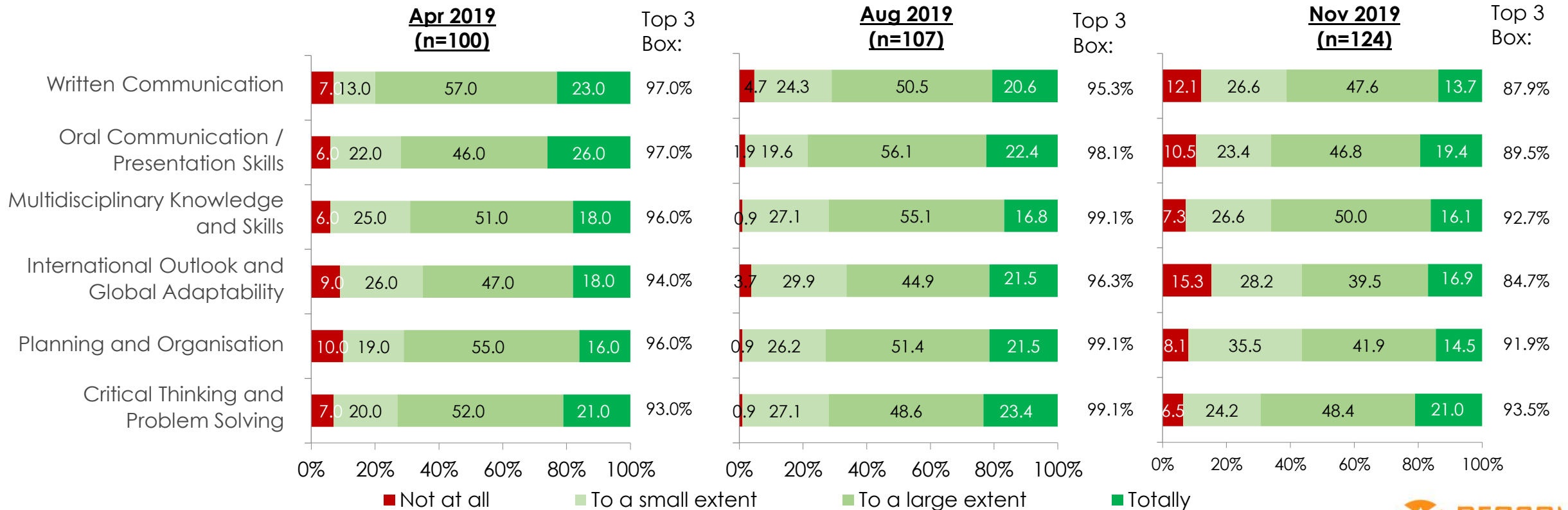




Ways JCU has Prepared its Graduates

In general, **more than 7 out of 10 graduates** felt that JCU has prepared them on **all assessed ways** to some extent.

Q28 How well did your course/school prepare you in the following areas?



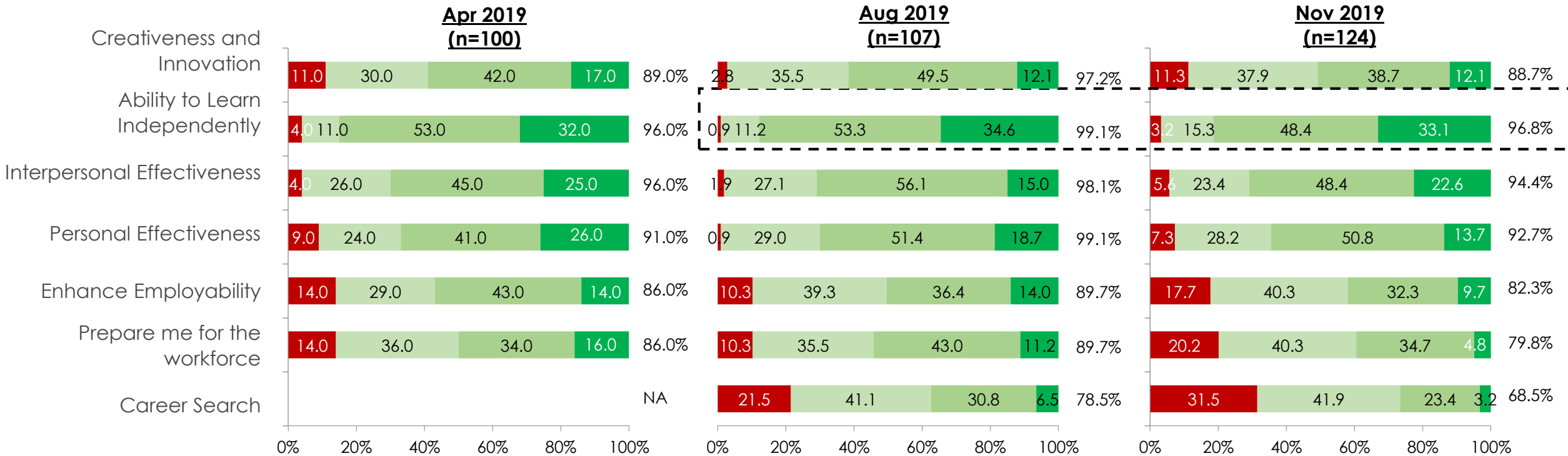
Note: This analysis was based on all respondents.



Ways JCU has Prepared its Graduates (Cont.)

Graduates who graduated in August and November felt that one of the areas JCU has prepared them the most was the “Ability to learn independently” (i.e. Aug 2019: 99.1%, Nov 2019: 96.8%).

Q28 How well did your course/school prepare you in the following areas? (Cont.)



Note: This analysis was based on all respondents.



Ways JCU has Prepared its Graduates (Cont.)

In general, **graduates who completed at least one internship** while they were studying at JCU reported feeling more prepared on **most assessed areas** than graduates who did not complete any internship.

Q28 How well did your course/school prepare you in the following areas?

Areas	Aug 2019			Nov 2019		
	With Internship (n=8*)	Without Internship (n=99)	Difference (Internship – no Internship)	With Internship (n=12*)	Without Internship (n=112)	Difference (Internship – no Internship)
Written Communication	100.0%	94.9%	5.1%	91.7%	87.5%	4.2%
Oral Communication / Presentation Skills	100.0%	98.0%	2.0%	91.7%	89.3%	2.4%
Multidisciplinary Knowledge and Skills	100.0%	99.0%	1.0%	100.0%	92.0%	8.0%
International Outlook and Global Adaptability	100.0%	96.0%	4.0%	100.0%	83.0%	17.0% ↑
Planning and Organisation	100.0%	99.0%	1.0%	100.0%	91.1%	8.9%
Critical Thinking and Problem Solving	100.0%	99.0%	1.0%	100.0%	92.9%	7.1%

Note:

1. % of respondents who felt that JCU has prepared them in the respective assessed areas to a “small extent”, “large extent” or “totally”.
2. ↑/↓ denotes a statistically higher / lower proportion of graduates who felt that JCU has prepared them in the respective assessed areas.
3. * denotes that results should be interpreted with caution due to small sample size.



Ways JCU has Prepared its Graduates (Cont.)

A **significantly higher proportion of Nov 2019 graduates who completed their internship** reported that the **school had prepared them in terms of “International Outlook and Global Adaptability” (+17.0%) and “Enhance Employability” (+19.6%)** than their Nov 2019 counterparts who did not complete any internship.

Q28 How well did your course/school prepare you in the following areas?

Areas	Aug 2019*			Nov 2019*		
	With Internship (n=8*)	Without Internship (n=99)	Difference (Internship – no Internship)	With Internship (n=12*)	Without Internship (n=112)	Difference (Internship – no Internship)
Creativeness and Innovation	100.0%	97.0%	3.0%	91.7%	88.4%	3.3%
Ability to Learn Independently	100.0%	99.0%	1.0%	100.0%	96.4%	3.6%
Interpersonal Effectiveness	100.0%	98.0%	2.0%	100.0%	93.8%	6.2%
Personal Effectiveness	100.0%	99.0%	1.0%	91.7%	92.9%	-1.2%
Enhance Employability	100.0%	88.9%	11.1%	100.0%	80.4%	19.6% ↑
Prepare me for the workforce	100.0%	88.9%	11.1%	91.7%	78.6%	13.1%
Career Search	75.0%	78.8%	-3.8%	83.3%	67.0%	16.3%

Note:

1. % of respondents who felt that JCU has prepared them in the respective assessed areas to a “small extent”, “large extent” or “totally”.
2. ↑/↓ denotes a statistically higher / lower proportion of graduates who felt that JCU has prepared them in the respective assessed areas.
3. * denotes that results should be interpreted with caution due to small sample size.