

## INCREASE IN POLYTECHNIC GRADUATES EMPLOYED WITHIN SIX MONTHS OF GRADUATION IN 2018

Singapore, 15 January 2019 – The Graduate Employment Survey (GES), jointly conducted by the five polytechnics, showed that polytechnic graduates continue to be sought after by employers and commanded higher salaries in 2018 than in 2017.

Among respondents who entered the labour force, the overall employment rate six months after graduation<sup>1</sup> was 89.5%, 2.2 percentage points higher than in 2017. The proportion who were unemployed and still looking for a job or in involuntary part-time/temporary employment decreased by 4.4 percentage points (see **Table 1** below).

**Table 1:** Employment Rate (%)

Employment Indicators <sup>2</sup> (Amongst respondents in the labour force)	Fresh Graduates			Post-NS (PNS) Graduates			Combined (Fresh and PNS Graduates)		
	2016	2017	2018	2016	2017	2018	2016	2017	2018
Overall employment rate	90.6%	86.4%	89.0%	95.4%	89.8%	90.5%	91.9%	87.3%	89.5%
Full-Time Permanent employment rate	55.8%	52.8%	55.9%	70.2%	64.0%	65.7%	59.8%	55.8%	59.0%
Freelance employment	2.4%	2.8%	2.7%	3.9%	8.1%	7.3%	2.9%	4.2%	4.1%
Part-Time/Temporary employment rate	32.3%	30.9%	30.5%	21.3%	17.7%	17.5%	29.2%	27.3%	26.4%
<i>Voluntary</i>	26.7%	25.1%	28.0%	18.3%	14.2%	15.9%	24.4%	22.2%	24.2%
<i>Involuntary</i>	5.6%	5.7%	2.5%	2.9%	3.5%	1.5%	4.9%	5.1%	2.2%
Unemployment rate	9.4%	13.6%	11.0%	4.6%	10.2%	9.5%	8.1%	12.7%	10.5%
<i>Unemployed but starting work soon</i>	1.6%	3.1%	2.4%	1.2%	2.6%	2.1%	1.5%	3.0%	2.3%
<i>Unemployed and still looking for a job</i>	7.8%	10.5%	8.6%	3.5%	7.6%	7.4%	6.6%	9.7%	8.2%
Median Gross Monthly Salary (Full-Time Permanent Employment) (S\$)	2,180	2,200	2,270	2,517	2,480	2,501	2,200	2,235	2,350

**Note:** Employment rate figures may not add up due to rounding off.

<sup>1</sup> The overall employment rate refers to the number of graduates working in full-time permanent, part-time, temporary and freelance employment, as a proportion of graduates in the labour force (i.e. those who were working or not working but actively looking and available for work).

<sup>2</sup> Please see the list of definitions of the employment indicators in the Appendix.

For those in full-time permanent employment<sup>3</sup>, the overall median gross monthly salary<sup>4</sup> for all graduates increased from \$2,235 in 2017 to \$2,350 in 2018. Among the full-time permanently employed respondents, both fresh graduates and post-NS graduates from the Health Sciences category earned the highest median gross monthly salary. This is similar to that in 2017 (see **Table 2** below).

**Table 2:** Median Gross Monthly Salary of Full-Time Permanently Employed Graduates

Course Category <sup>5</sup>	Median Gross Monthly Salary (SGD)								
	Fresh Graduate Respondents			Post-NS Graduate Respondents			Fresh and Post-NS Graduate Respondents		
	2016	2017	2018	2016	2017	2018	2016	2017	2018
<b>Arts, Design &amp; Media</b>	\$2,000	\$2,000	\$2,050	\$2,300	\$2,400	\$2,500	\$2,000	\$2,025	\$2,200
<b>Built Environment</b>	\$2,200	\$2,200	\$2,200	\$2,750	\$2,300	\$2,500	\$2,200	\$2,200	\$2,260
<b>Business</b>	\$2,000	\$2,050	\$2,100	\$2,519	\$2,500	\$2,600	\$2,100	\$2,100	\$2,200
<b>Engineering</b>	\$2,200	\$2,200	\$2,300	\$2,550	\$2,500	\$2,600	\$2,300	\$2,300	\$2,400
<b>Health Sciences</b>	\$2,400	\$2,500	\$2,500	\$2,800	\$2,510	\$2,689	\$2,400	\$2,500	\$2,523
<b>Humanities &amp; Social Sciences</b>	\$2,100	\$2,200	\$2,300	\$2,600	\$2,500	\$2,607	\$2,180	\$2,250	\$2,300
<b>Information &amp; Digital Technologies</b>	\$2,140	\$2,200	\$2,200	\$2,500	\$2,465	\$2,500	\$2,280	\$2,300	\$2,390
<b>Sciences</b>	\$2,000	\$2,000	\$2,100	\$2,400	\$2,400	\$2,500	\$2,075	\$2,050	\$2,150
<b>All Courses</b>	<b>\$2,180</b>	<b>\$2,200</b>	<b>\$2,270</b>	<b>\$2,517</b>	<b>\$2,480</b>	<b>\$2,501</b>	<b>\$2,200</b>	<b>\$2,235</b>	<b>\$2,350</b>

<sup>3</sup> Full-time permanent employment refers to employment of at least 35 hours a week and where the employment is not temporary. It includes those on contracts of one year or more.

<sup>4</sup> Gross Monthly Salary comprises basic salary, fixed allowances, over-time pay, commissions, and other regular cash payments, before deduction of the employee's CPF contributions and personal income tax. Employer's CPF contributions, bonuses, stock options, other lump sum payments and payments-in-kind are excluded.

<sup>5</sup> **Appendix II** lists all diploma courses under each course category.

### **Fresh Graduates**

9,330 out of 12,443 fresh graduates responded to the survey. As at 1 Oct 2018, around six months after the completion of their final examinations, 63.3% of respondents were in the labour force (i.e. those who were either working, or not working but actively looking and available for work). 36.0% were pursuing or preparing to begin further studies and hence not looking for jobs. Most of the remaining 0.7% said that they were taking a break and not seeking employment.

Of those in the labour force, 89.0% were employed in 2018 (see **Table 1**), up from 86.4% in 2017. 55.9% were in full-time permanent employment in 2018, up from 52.8% in 2017. 2.7% were working on a freelance basis<sup>6</sup>, similar to the proportion in 2017. 30.5% were in part-time/temporary employment<sup>7</sup> in 2018. The proportion doing so involuntarily (i.e. tried but were not successful in obtaining a full-time permanent job offer) was 2.5% of the labour force, down from 5.7% in 2017<sup>8</sup>. Most of the fresh graduates in part-time/temporary employment were pursuing or preparing to begin further studies. Of the remaining, most said that they were trying out the field/job to see if it was suitable for them, earning some income while searching for their ideal job, or preferred shorter and/or flexible work hours.

The median gross monthly salary among fresh graduates in full-time permanent employment was \$2,270, up from \$2,200 in 2017.

### **Post-National Service Graduates**

5,657 out of 10,111 graduates from 2015 who completed their full-time NS between 1 Apr 2017 and 31 Mar 2018 also took part in the 2018 GES. 48.1% of respondents were in the labour force (i.e. those who were either working, or not working but actively looking and available for work). 51.5% were pursuing or preparing to begin further studies and hence not looking for jobs. Most of the remaining 0.4% said that they were taking a break and not seeking employment.

As at 1 Oct 2018, 90.5% of the respondents in the labour force were employed (see **Table 1**). Among those in the labour force, 65.7% were in full-time permanent employment, up from 64.0% in 2017. 7.3% were working on a freelance basis, down from 8.1% in 2017. 17.5% were in part-time/temporary employment in 2018. The proportion doing so involuntarily (i.e. tried but were not successful in obtaining a full-time permanent job offer) was 1.5% of the labour force, down from 3.5% in 2017. Similar to fresh graduates, most of the post-NS graduates in part-time/temporary employment were pursuing or preparing to begin further studies. Of the remaining, most said that they were trying out the field/job to see if it was suitable for them, earning some income while searching for their ideal job, or preferred shorter and/or flexible work hours.

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<sup>6</sup> Freelance Employment refers to those who operate their own business without employing any paid worker in the conduct of their business or trade.

<sup>7</sup> Part-time Employment refers to employment of less than 35 hours a week. Temporary Employment refers to casual, interim or seasonal employment, including those on contracts of less than one year.

<sup>8</sup> In the 2018 Polytechnic GES, the option on involuntary part-time/temporary employment was changed from 'Tried to but unable to find Full-Time Permanent job so far' to 'Tried to but unable to obtain a Full-Time Permanent job offer so far'.

The median gross monthly salary of respondents who were post-NS graduates in full-time permanent employment was \$2,501, up from \$2,480 in 2017.

### **Longer-Term Trends**

Sharing the Committee's observations on longer-term trends, the 2018 GES Committee spokesman said, "Over the years, we observed that students are becoming more open to voluntary part-time/temporary and freelance employment, besides full-time permanent employment. This is a reflection of rising desire to further their studies, and also evolving employment preferences among our polytechnic graduates. Based on past trends, the majority of those initially in part-time/temporary employment transited to full-time permanent jobs after some time. Data also shows that our graduates enjoy good wage growth even as overall employment rates remain high."

### **Media Release Issued by**

#### **Republic Polytechnic**

Mr Patrick Seng / Mr Julian Soh  
Office of Corporate Communications  
Tel: 9767 6701 / 9018 0719  
Email: patrick\_seng@rp.edu.sg / Julian\_soh@rp.edu.sg

#### **Other Media Contacts:**

#### **Ngee Ann Polytechnic**

Ms Sangeetha Naidu  
Corporate Communications Office  
Tel: 6460 6232/ 9487 1706  
Email: sangeetha@np.edu.sg

#### **Singapore Polytechnic**

Mr Frank Chua  
Department of Communications  
Tel: 6870 7043 / 9771 7871  
Email: frank\_chua@sp.edu.sg

#### **Nanyang Polytechnic**

Ms Wong Cuiyan  
Communications & Outreach  
Tel: 6550 0246/ 9764 4034  
Email: wong\_cuiyan@nyp.edu.sg

#### **Temasek Polytechnic**

Ms Vimala Christie  
Corporate Communications Department  
Tel: 6780 5019 / 9790 0319  
Email: vimalac@tp.edu.sg

## APPENDIX I: DEFINITION OF EMPLOYMENT INDICATORS

**Overall Employment Rate** refers to the number of graduates working in full-time permanent, part-time, temporary and freelance employment, as a proportion of graduates in the labour force (i.e. those who were working or not working but actively looking and available for work).

**Full-time Permanent Employment** refers to employment of at least 35 hours a week and where the employment is not temporary. It includes those on contracts of one year or more.

**Part-time Employment** refers to employment of less than 35 hours a week.

**Temporary Employment** refers to casual, interim or seasonal employment, including those on contracts of less than one year.

**Freelance Employment** refers to those who operate their own business without employing any paid worker in the conduct of their business or trade.

**Gross Monthly Salary** comprises basic salary, fixed allowances, over-time pay, commissions and other regular cash payments, before deduction of the employee's CPF contributions and personal income tax. Employer's CPF contributions, bonuses, stock options, other lump sum payments and payments-in-kind are excluded.

**Involuntary part-time/temporary employment** refers to those who indicated that they were in part-time/temporary employment as they tried but were unable to obtain a full-time permanent job offer so far.

**Voluntary part-time/temporary employment** refers to those who indicated that they were in part-time/temporary employment as they were pursuing/ preparing to commence further studies, taking active steps to start a business venture, due to personal choice and other reasons.

## APPENDIX II: LIST OF COURSE CATEGORIES & DIPLOMA COURSES SURVEYED

<p><b><u>ARTS, DESIGN AND MEDIA</u></b></p> <p>Diploma in 3D Interactive Media Technology  Diploma in Advertising &amp; Public Relations  Diploma in Animation  Diploma in Animation &amp; 3D Arts  Diploma in Apparel Design &amp; Merchandising  Diploma in Arts And Theatre Management  Diploma in Arts Business Management  Diploma in Chinese Media &amp; Communication  Diploma in Communication and Information Design  Diploma in Communication Design  Diploma in Communications &amp; Media Management  Diploma in Creative Writing For TV &amp; New Media  Diploma in Design For Interactivity  Diploma in Design For User Experience  Diploma in Digital Animation  Diploma in Digital Film &amp; Television  Diploma in Digital Game Art &amp; Design  Diploma in Digital Media Design (Animation)  Diploma in Digital Media Design (Games)  Diploma in Digital Media Design (Interaction Design)  Diploma in Digital Visual Effects  Diploma in Environment Design  Diploma in Experience &amp; Product Design  Diploma in Film, Sound &amp; Video  Diploma in Game Design  Diploma in Games Design &amp; Development  Diploma in Industrial Design  Diploma in Interaction Design  Diploma in Interactive And Digital Media  Diploma in Interactive Media Design  Diploma in Interior Architecture And Design  Diploma in Interior Design  Diploma in Mass Communication  Diploma in Mass Communications  Diploma in Mass Media Management  Diploma in Media And Communication  Diploma in Media Production And Design  Diploma in Motion Graphics &amp; Broadcast Design  Diploma in Moving Images  Diploma in Music &amp; Audio Technology  Diploma in New Media  Diploma in Product &amp; Industrial Design  Diploma in Product Design &amp; Innovation  Diploma in Retail &amp; Hospitality Design  Diploma in Sonic Arts  Diploma in Space &amp; Interior Design  Diploma in Technology And Arts Management  Diploma in Visual Communication  Diploma in Visual Communication &amp; Media Design  Diploma in Visual Effects  Diploma in Visual Effects &amp; Motion Graphics</p> <p><b><u>BUILT ENVIRONMENT</u></b></p> <p>Diploma in Architecture  Diploma in Civil Engineering With Business  Diploma in Green Building &amp; Sustainability  Diploma in Green Building Energy Management  Diploma in Hotel &amp; Leisure Facilities Management  Diploma in Integrated Facility Management  Diploma in Landscape Architecture  Diploma in Real Estate Business  Diploma in Renewable Energy Engineering  Diploma in Sustainable Urban Design &amp; Engineering</p> <p><b><u>BUSINESS</u></b></p> <p>Diploma in Accountancy  Diploma in Accountancy &amp; Finance  Diploma in Accounting &amp; Finance  Diploma in Aviation Management &amp; Services  Diploma in Banking &amp; Finance  Diploma in Banking &amp; Financial Services  Diploma in Business  Diploma in Business &amp; Social Enterprise  Diploma in Business Administration  Diploma in Business Innovation &amp; Design  Diploma in Business Management  Diploma in Business Studies  Diploma in Consumer Behaviour And Research  Diploma in Culinary &amp; Catering Management  Diploma in Customer Relationship And Service Management  Diploma in Food &amp; Beverage Business  Diploma in Fund Management &amp; Administration  Diploma in Hospitality &amp; Tourism Management  Diploma in Hotel And Hospitality Management</p>	<p><b><u>BUSINESS (cont.)</u></b></p> <p>Diploma in Human Resource Management With Psychology  Diploma in Integrated Events &amp; Project Management  Diploma in Integrated Events Management  Diploma in International Business  Diploma in International Logistics &amp; Supply Chain Management  Diploma in International Supply Chain Management  Diploma in Law And Management  Diploma in Leisure &amp; Events Management  Diploma in Leisure &amp; Resort Management  Diploma in Logistics &amp; Operations Management  Diploma in Maritime Business  Diploma in Marketing  Diploma in Restaurant And Culinary Operations  Diploma in Retail Management  Diploma in Social Enterprise Management  Diploma in Tourism &amp; Resort Management  Diploma in Wellness, Lifestyle And Spa Management</p> <p><b><u>ENGINEERING</u></b></p> <p>Diploma in Aeronautical &amp; Aerospace Technology  Diploma in Aeronautical Engineering  Diploma in Aerospace Avionics  Diploma in Aerospace Electronics  Diploma in Aerospace Engineering  Diploma in Aerospace Systems &amp; Management  Diploma in Aerospace Technology  Diploma in Audio-Visual Technology  Diploma in Automation &amp; Mechatronic Systems  Diploma in Aviation Management  Diploma in Bioengineering  Diploma in Biomedical Electronics  Diploma in Biomedical Engineering  Diploma in Biomedical Informatics &amp; Engineering  Diploma in Business Process &amp; Systems Engineering  Diploma in Chemical &amp; Biomolecular Engineering  Diploma in Chemical Engineering  Diploma in Civil Aviation  Diploma in Clean Energy  Diploma in Clean Energy Management  Diploma in Computer Engineering  Diploma in Digital &amp; Precision Engineering  Diploma in Digital Entertainment Electronics  Diploma in Electrical And Electronic Engineering  Diploma in Electrical Engineering  Diploma in Electrical Engineering With Eco-Design  Diploma in Electronic &amp; Computer Engineering  Diploma in Electronics  Diploma in Electronics, Computer &amp; Communications Engineering  Diploma in Energy Systems &amp; Management  Diploma in Engineering (Electrical and Electronics)  Diploma in Engineering Science  Diploma in Engineering Systems  Diploma in Engineering Systems And Management  Diploma in Engineering With Business  Diploma in Environmental &amp; Water Technology  Diploma in Environmental Management &amp; Water Technology  Diploma in Industrial And Operations Management  Diploma in Infocomm &amp; Network Engineering  Diploma in Info-Communication Engineering &amp; Design  Diploma in Info-Communications  Diploma in Manufacturing Engineering  Diploma in Marine &amp; Offshore Technology  Diploma in Marine Engineering  Diploma in Mechanical Engineering  Diploma in Mechatronics  Diploma in Mechatronics &amp; Robotics  Diploma in Mechatronics Engineering  Diploma in Media &amp; Communication Technology  Diploma in Micro and Nanotechnology  Diploma in Microelectronics  Diploma in Nanotechnology &amp; Materials Science  Diploma in Nautical Studies  Diploma in Supply Chain Management  Diploma in Telematics &amp; Media Technology</p>
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## APPENDIX II: LIST OF COURSE CATEGORIES & DIPLOMA COURSES SURVEYED (CONT.)

<p><b><u>HEALTH SCIENCES</u></b> Diploma in Dental Hygiene &amp; Therapy Diploma in Diagnostic Radiography Diploma in Health Sciences (Nursing) Diploma in Nursing Diploma in Occupational Therapy Diploma in Optometry Diploma in Pharmaceutical Science Diploma in Pharmaceutical Sciences Diploma in Pharmacy Science Diploma in Physiotherapy Diploma in Radiation Therapy</p> <p><b><u>HUMANITIES AND SOCIAL SCIENCES</u></b> Diploma in Applied Drama &amp; Psychology Diploma in Child Psychology &amp; Early Education Diploma in Chinese Studies Diploma in Early Childhood Education Diploma in Early Childhood Studies Diploma in Gerontological Management Studies Diploma in Health Management And Promotion Diploma in Health Services Management Diploma in Healthcare Administration Diploma in Outdoor And Adventure Learning Diploma in Psychology Studies Diploma in Social Sciences (Social Work) Diploma in Sport &amp; Wellness Management Diploma in Sports And Exercise Sciences Diploma in Sports And Leisure Management Diploma in Sports Coaching</p> <p><b><u>INFORMATION &amp; DIGITAL TECHNOLOGIES</u></b> Diploma in Big Data Management &amp; Governance Diploma in Business Applications Diploma in Business Enterprise IT Diploma in Business Informatics Diploma in Business Information Systems Diploma in Business Information Technology Diploma in Business Intelligence &amp; Analytics Diploma in Cyber &amp; Digital Security Diploma in Cyber Security And Forensics Diploma in Digital Entertainment Technology (Games) Diploma in Digital Forensics Diploma in Financial Business Informatics Diploma in Financial Informatics Diploma in Game &amp; Entertainment Technology Diploma in Game Design &amp; Development Diploma in Game Development &amp; Technology Diploma in Infocomm Security Management Diploma in Information Security Diploma in Information Security &amp; Forensics Diploma in Information Technology Diploma in Interactive Media Diploma in Interactive Media Informatics Diploma in IT Service Management Diploma in Mobile &amp; Network Services Diploma in Mobile Software Development Diploma in Multimedia &amp; Animation Diploma in Multimedia &amp; Infocomm Technology Diploma in Network Systems &amp; Security Diploma in Engineering Informatics</p>	<p><b><u>SCIENCES</u></b> Diploma in Applied Chemistry With Materials Science Diploma in Applied Chemistry With Pharmaceutical Science Diploma in Applied Food Science &amp; Nutrition Diploma in Baking &amp; Culinary Science Diploma in Biologics &amp; Process Technology Diploma in Biomedical Science Diploma in Biomedical Sciences Diploma in Biotechnology Diploma in Chemical &amp; Green Technology Diploma in Chemical &amp; Pharmaceutical Technology Diploma in Environmental Science Diploma in Food Science &amp; Nutrition Diploma in Food Science &amp; Technology Diploma in Landscape Design &amp; Horticulture Diploma in Marine Science And Aquaculture Diploma in Materials Science Diploma in Medicinal Chemistry Diploma in Molecular Biotechnology Diploma in Nutrition, Health &amp; Wellness Diploma in Perfumery &amp; Cosmetic Science Diploma in Veterinary Bioscience Diploma in Veterinary Technology</p>
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