



Graduate Employment Survey 2018 Findings

*(Overall Level Analysis :
for all graduates)*



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- ❑ This survey was commissioned and paid for by PSB Academy but is fully undertaken by idstats in execution from start to end including this summary report.



Research Context



GES RESEARCH MANDATE

- ❑ To better understand graduates' job search experiences and employment outcomes
- ❑ To gather feedback from the graduates on their overall experience at PSB Academy

GES RESEARCH DESIGN (2018)

- ❑ Quantitative online survey via unique link sent to all eligible graduates.
- ❑ Target Audience: eligible PSB Academy Graduates 2017, as per PSB Academy database#
- ❑ Survey Period : Sep to Oct 2018

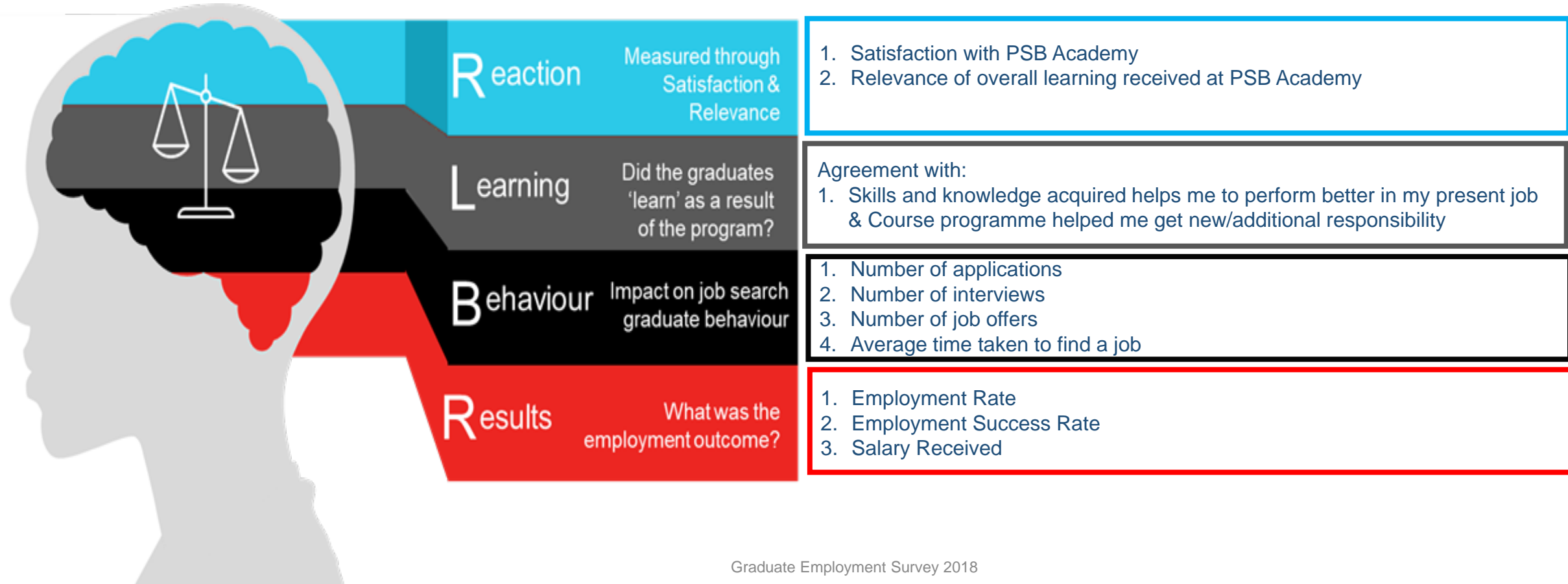
GES (FIELDWORK: Sep 18- Oct 18)	FY 2018
Total Invites Sent	2473##
Total Interviews Completed	509
% Response Rate	21%

Note: all the results presented in this report are rounding off numbers.

#Excludes graduates from Certificates courses and students who has progressed to the next level in PSB Academy
##including approximately 200 bounces and opt outs

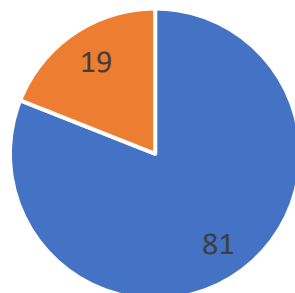
Research framework

- ❑ A derivation of the KirkPatrick Model as the framework for analysis and reporting.
- ❑ Kirkpatrick Model: Is the worldwide standard for evaluating the effectiveness of training. It considers the value of any type of training, formal or informal, across four levels.



Current employment status (all graduates respondent)

Working Status (%)



■ Working ■ Not Working



Proportion working : 81%

Permanent Working: 73%

Current Permanent Employee or Long term contractual Employee

Temporary Working: 2%

Temporary Employee

Self Employed: 6%

Self Employed: Freelancer + Self Employed: Business Owner

Proportion not working: 19%

Actively seeking employment: 8%

Not working but was actively looking and available for work

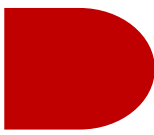


Not actively seeking employment: 12%

Accepted a job offer and will start later + Taking steps to start a business venture. + Not working and not looking for a job



Base: All graduates responded includes degree (i.e. bachelors and masters/PhD) and Diploma students. (weighted sample : 509)

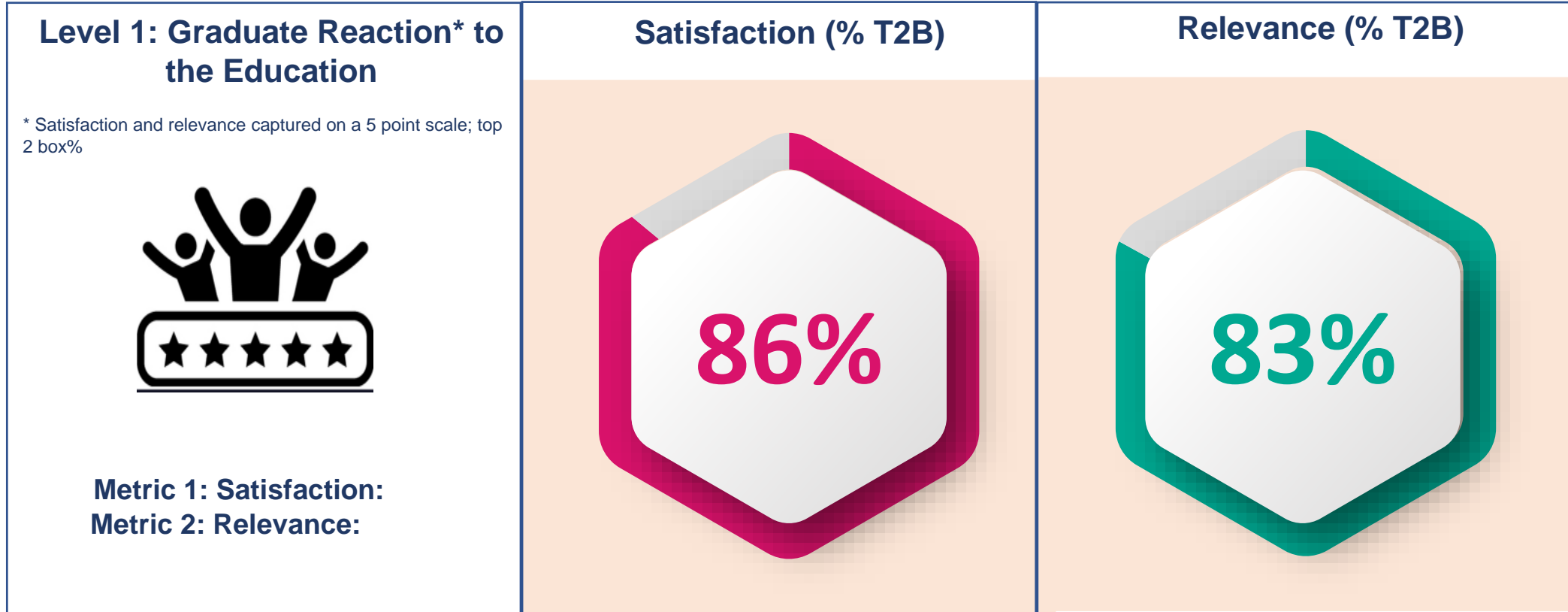


Graduate reaction positive (all graduates respondent)

More than 8 in 10 graduates respondents were satisfied and found their experience relevant



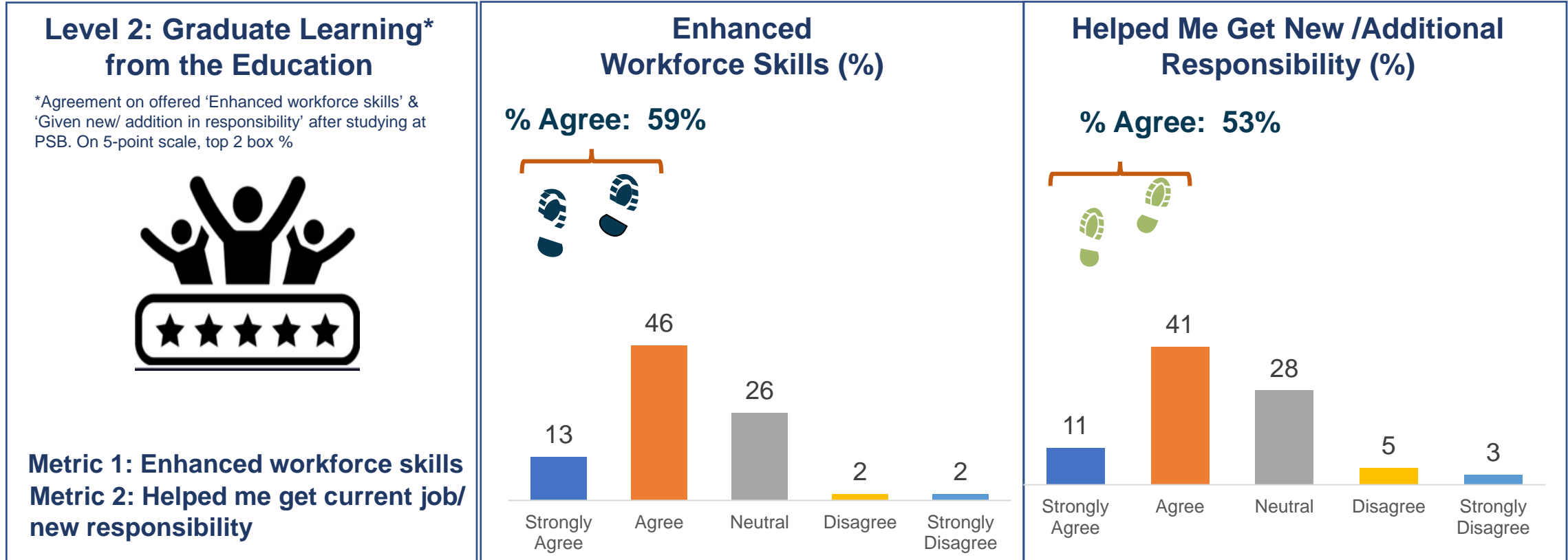
Graduate Reaction to the Education



Base: All graduates responded includes degree (i.e. bachelors and masters/PhD) and Diploma students. (weighted sample : 509)

Good overall endorsement of learning (all graduates respondent)

More than 1 in 2 respondents endorsed the learning they received at PSB Academy



Base: PSB Graduates currently employed permanently in a full-time job; weighted 379; includes degree (i.e. bachelors and masters/PhD) and Diploma students.

10% no response as this is represented on a filtered base.

Average time taken to find a job is 2.6 months (all graduates respondent)

Level 3: Graduate Job Search Behaviour*

* Based on applications made, interviews attended, job offers received and time taken to find a job after graduation.



- Metric 1: Average Applications**
- Metric 2: Average Interviews**
- Metric 3: Average Job Offers**
- Metric 4: Average Time to Find a Job**



Base: All 2017 PSB Fresh Graduates who were looking for a job in the 6 months after graduation includes degree (i.e. bachelors and masters/PhD) and Diploma students. (sample size weighted:234)

- E4 When did you start searching for a full-time permanent job after attaining your qualification at PSB Academy?
- E5 When did you receive the first full-time permanent job offer after attaining your qualification at PSB Academy?
- E7a How many full-time permanent jobs did you apply for in the period up to 6 months after your final examination at PSB Academy?
- E7b How many full-time permanent job interviews did you attend in the period up to 6 months after your final examination at PSB Academy?
- E6 How many full-time permanent jobs offers did you receive approximately 6 months after final examination?

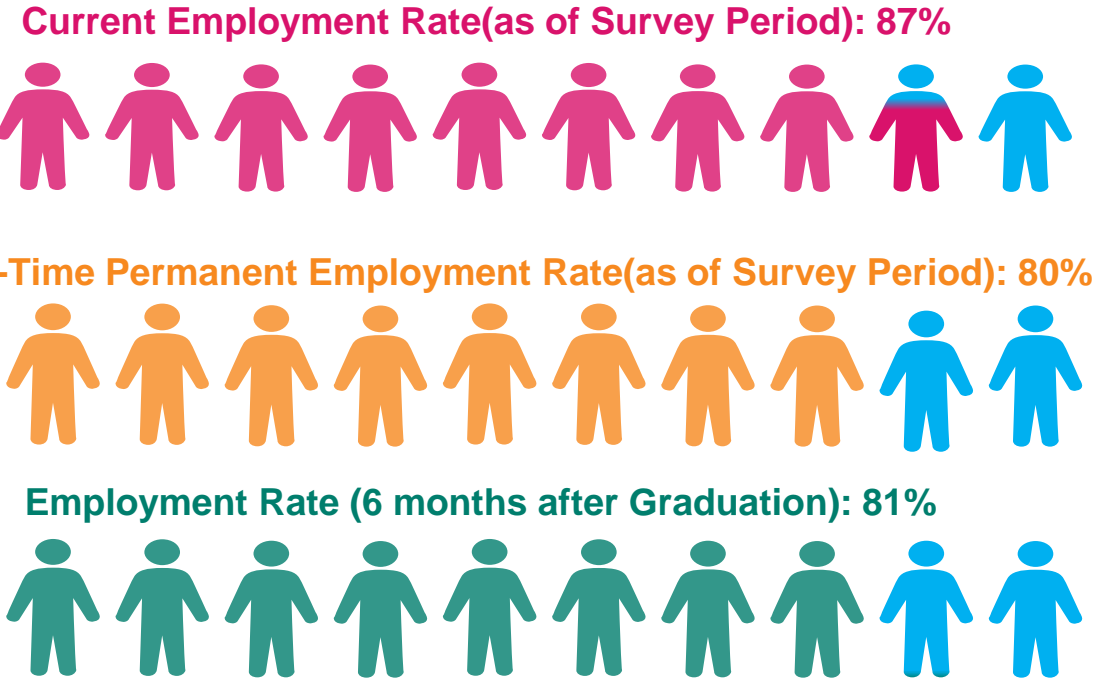
More than 8 in 10 graduates were able to get a job within 6 months after graduation (all graduates respondent)

Level 4: Results* Experienced from Education

* % Graduates who are currently employed, % Graduates employed 6 months after graduation, Average Salary After Graduation



- Metric 1: Current Employment Rate
- Metric 2: Full-time Permanent Employment Rate
- Metric 3: Employment Rate 6 Months After Graduation
- Metric 4: Salary (All Employed)



Base: All graduates responded includes degree (i.e. bachelors and masters/PhD) and Diploma students. (weighted sample : 509)

\$ Average Salary (All Employed): \$ 3336
Median Salary (All Employed): \$ 2784

Base: All graduates responded includes degree (i.e. bachelors and masters/PhD) and Diploma student who are employed in full-time permanent job at the time of survey. Weighted sample Size : 379



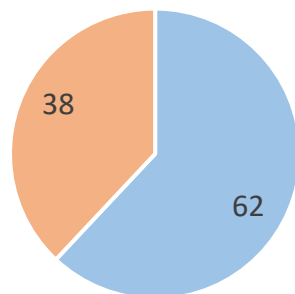
Overall Level Analysis :
for Fresh Graduates who studied
Full Time Degree Programme

Disclaimer : Overall base is low and thus findings should be taken as only directional.



Current employment status (fresh graduates who studied full time degree programme)

Working Status (%)



■ Working ■ Not Working



Proportion working : 62%

Permanent Working: 47%

Current Permanent Employee or Long term contractual Employee

Temporary Working: 6%

Temporary Employee

Self Employed: 9%

Self Employed: Freelancer + Self Employed: Business Owner

Proportion not working: 38%

Actively seeking employment: 18%

Not working but was actively looking and available for work



Not actively seeking employment: 20%

Accepted a job offer and will start later + Taking steps to start a business venture. + Not working and not looking for a job



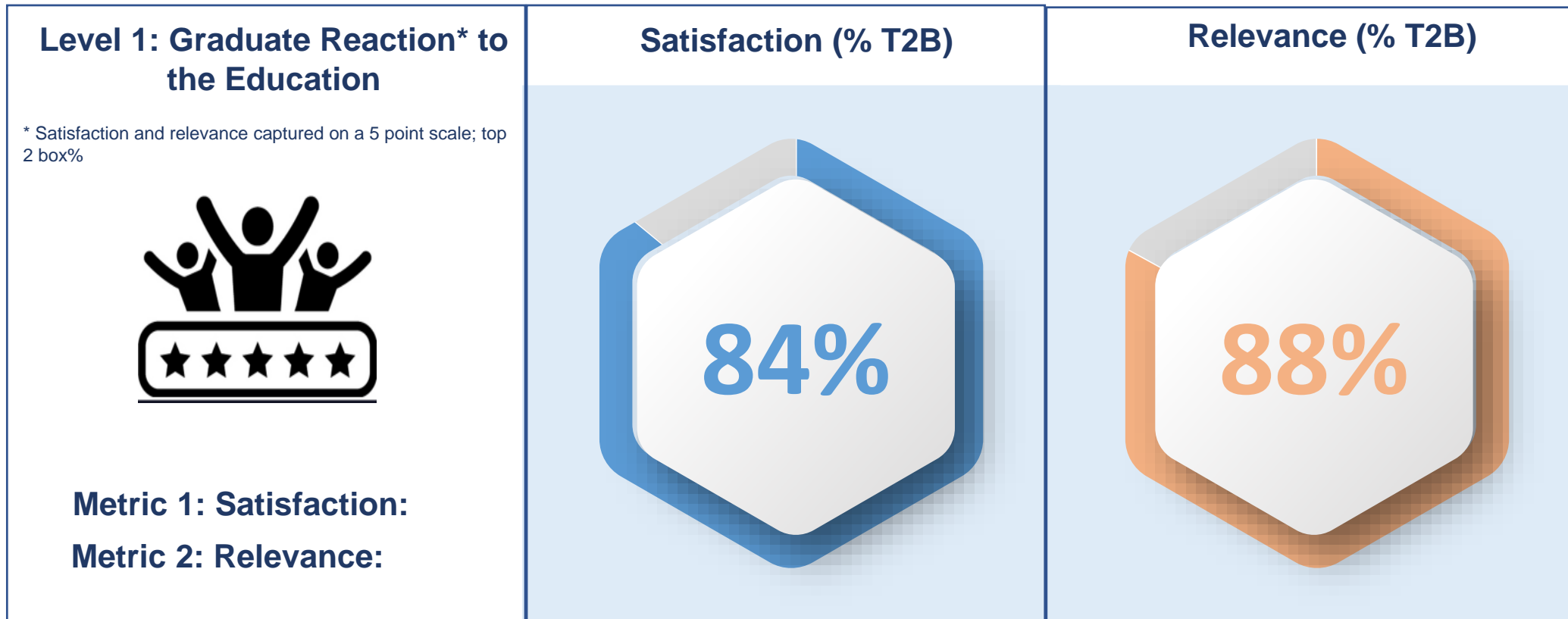
Base: Fresh Graduates who studied full time degree program (i.e. bachelors and masters/PhD; weighted sample : 56)



Graduate reaction positive

More than 8 in 10 respondents (fresh graduates who studied full time degree programme) were satisfied and found their experience relevant

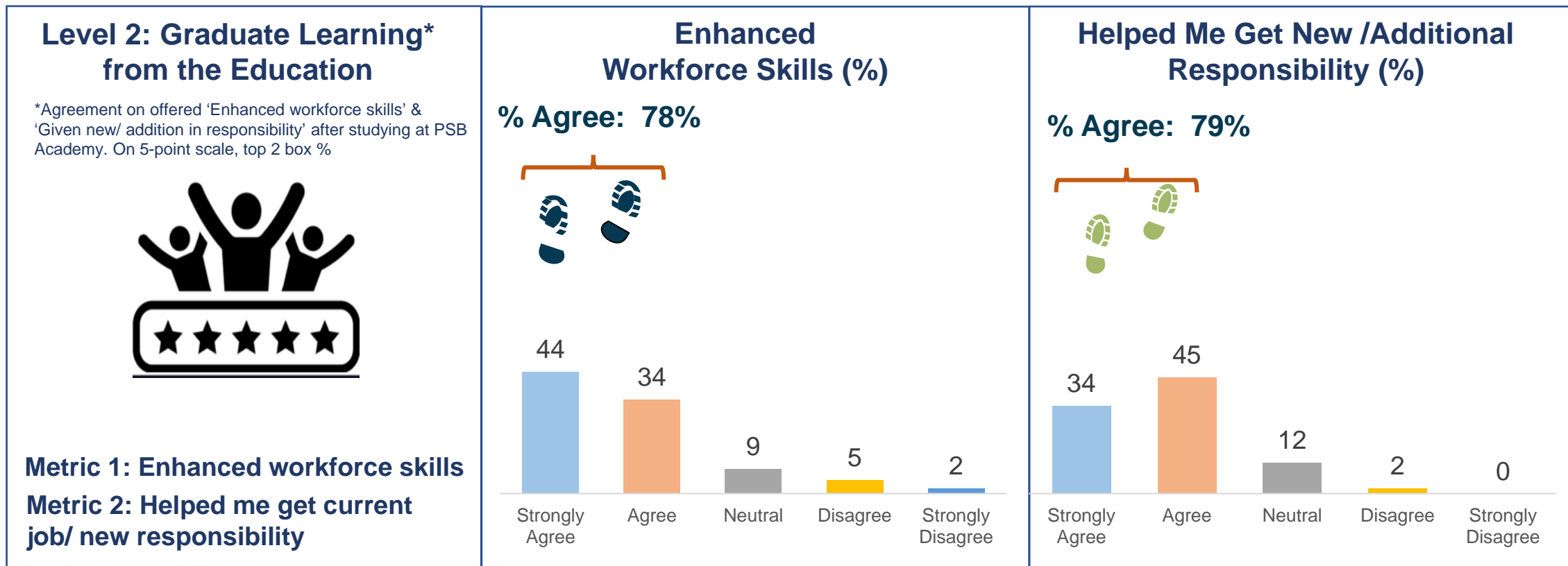
Graduate Reaction to the Education



Base: Fresh Graduates who studied full time degree program (i.e. bachelors and masters/PhD ; weighted sample : 56)

Good overall endorsement of learning received at PSB Academy

Nearly 4 in 5 respondents (fresh graduates who studied full time degree programme) endorsed the learning they received at PSB Academy



Base: Fresh graduates who were permanently employed in a full-time job at the time of survey and who studied full time degree program(i.e. bachelors and masters/PhD students). Weighted sample size= 29.

7% no response as this is represented on a filtered base

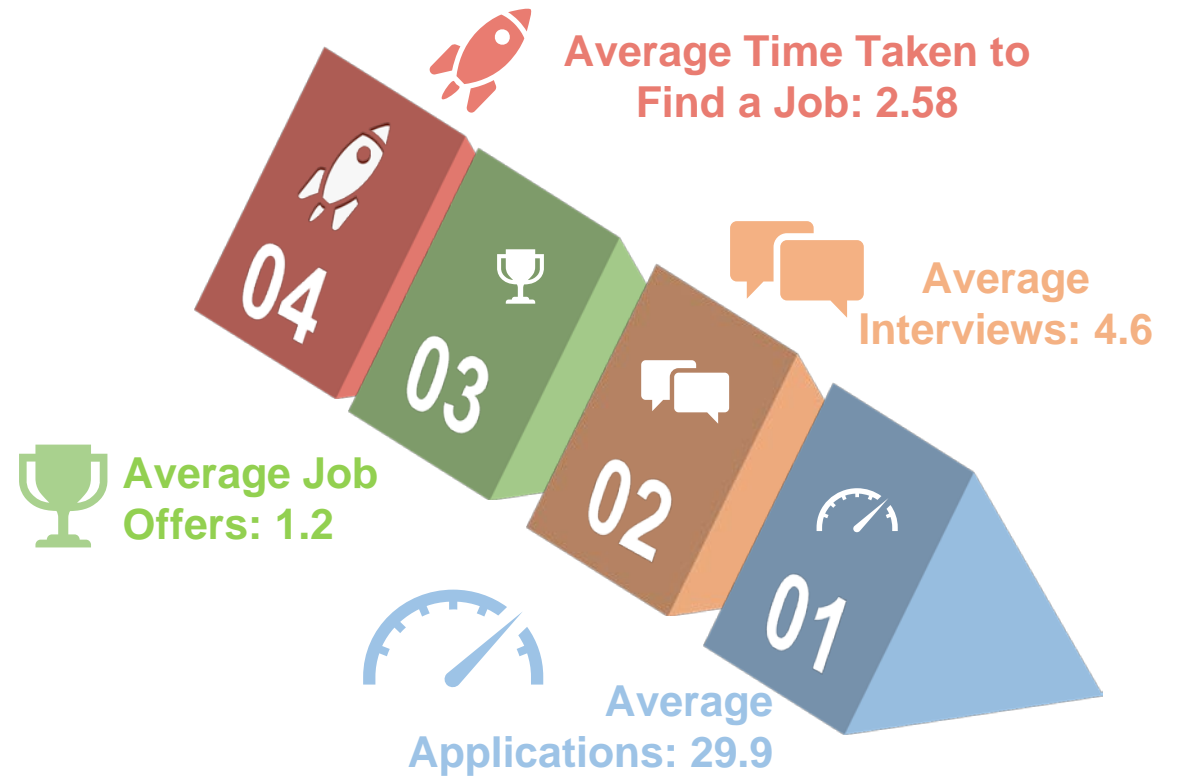
Average time taken to find a job is 2.6 months
(fresh graduates who studied full time degree programme)

Level 3: Graduate Job Search Behaviour*

* Based on applications made, interviews attended, job offers received and time taken to find a job after graduation.



- Metric 1: Average Applications**
- Metric 2: Average Interviews**
- Metric 3: Average Job Offers**
- Metric 4: Average Time to Find a Job**



Base: All fresh 2017 graduates who studied full time degree program (i.e. bachelors and masters/PhD) and who were looking were looking for in the 6 months after graduation. Sample size weighted:37.

- E4 When did you start searching for a full-time permanent job after attaining your qualification at PSB Academy?
- E5 When did you receive the first full-time permanent job offer after attaining your qualification at PSB Academy?
- E7a How many full-time permanent jobs did you apply for in the period up to 6 months after your final examination at PSB Academy?
- E7b How many full-time permanent job interviews did you attend in the period up to 6 months after your final examination at PSB Academy?
- E6 How many full-time permanent jobs offers did you receive approximately 6 months after final examination?

More than 6 in 10 respondents were able to get a job within 6 months after graduation (fresh graduates who studied full time degree programme)

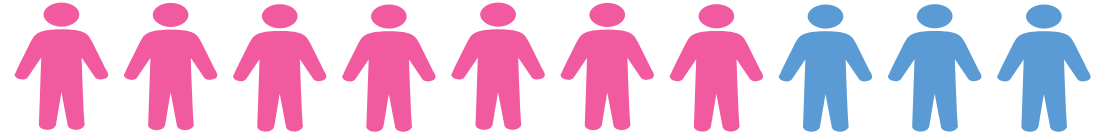
Level 4: Results* Experienced from Education

* % Graduates who are currently employed, % Graduates employed 6 months after graduation, Average Salary After Graduation

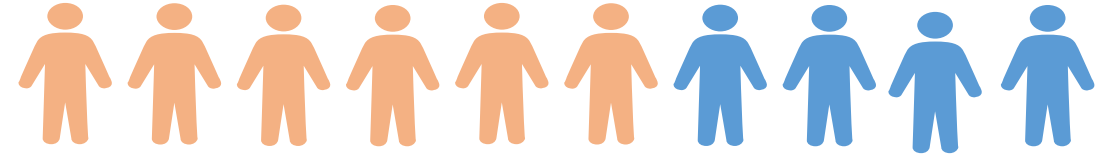


- Metric 1: Current Employment Rate**
- Metric 2: Full-time Permanent Employment Rate**
- Metric 3: Employment Rate 6 Months After Graduation**
- Metric 4: Salary (All Employed)**

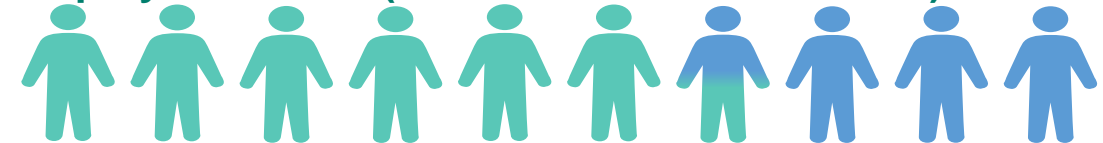
Current Employment Rate(as of Survey Period): 71%



Full-Time Permanent Employment Rate(as of Survey Period): 60%



Employment Rate (6 months after Graduation): 65%



Base: Fresh Graduates who studied full time degree program (i.e. bachelors and masters/PhD ; weighted sample : 56)

\$ Average Salary : \$ 2521[^]
Median Salary : \$ 2599[^]

[^] The data to be read with caution as sample size is small

Base: All fresh graduates who studied full time degree program (i.e. includes bachelors and masters/PhD) and were employed in full-time permanent job at the time of survey. Weighted sample size= 29.

Formulas Used



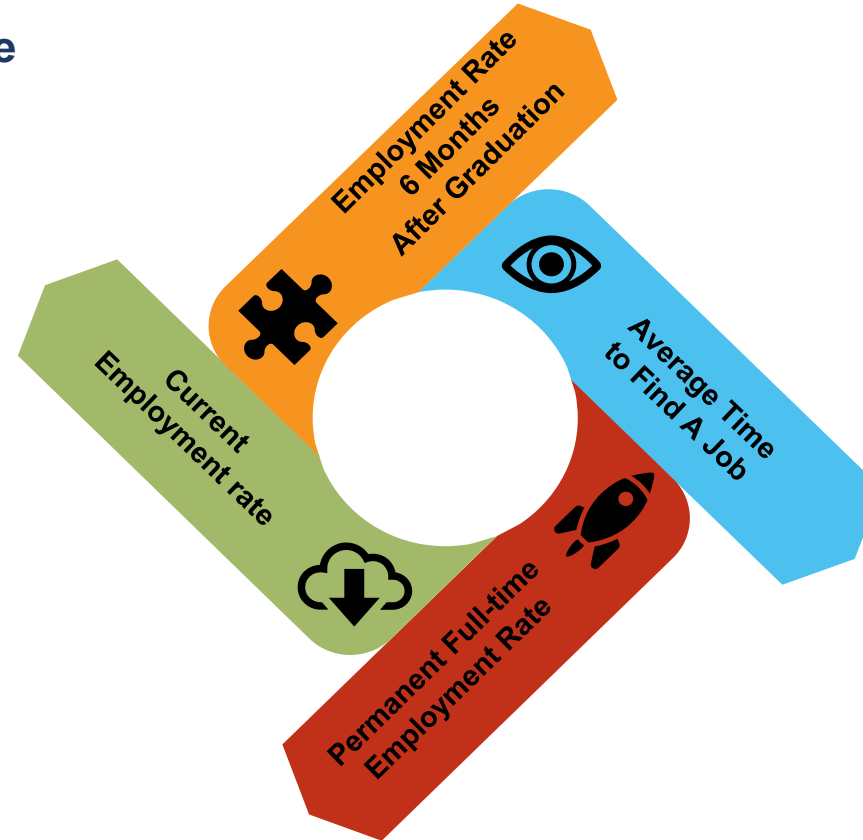
Current Employment Rate

No. of **graduates who are employed** as of Survey Period ÷ Number of graduates in workforce as of Survey Period



Permanent Full-time Employment Rate

No. of **graduates who are employed as Full Time Permanent** as of Survey Period ÷ Number of graduates in workforce as of Survey Period



Employment Rate 6 months After Graduation



No. of **graduates who are employed** as of 6 months from graduation ÷ Number of graduates in workforce 6 months after final exams

Average Time to Find a Job



Average (Time received a job – Time started job search)

About idstats

- ❑ We are specialists in mapping cultures and behaviours to design change. We have serviced fortune 100 companies, local giants and SME's across FMCG, Finance and Services sector to conduct brand audits, brand experience mapping and stakeholder engagement projects. Our management team has over 50 years of cumulative experience in research and consultancy.
- ❑ We have extensive experience in the education space and have partnered leading local universities, PEI's and other primary & tertiary institutes to optimize student experience and graduate outcomes.



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