

Graduate Employment Survey 2021

Summary

1. Key Findings

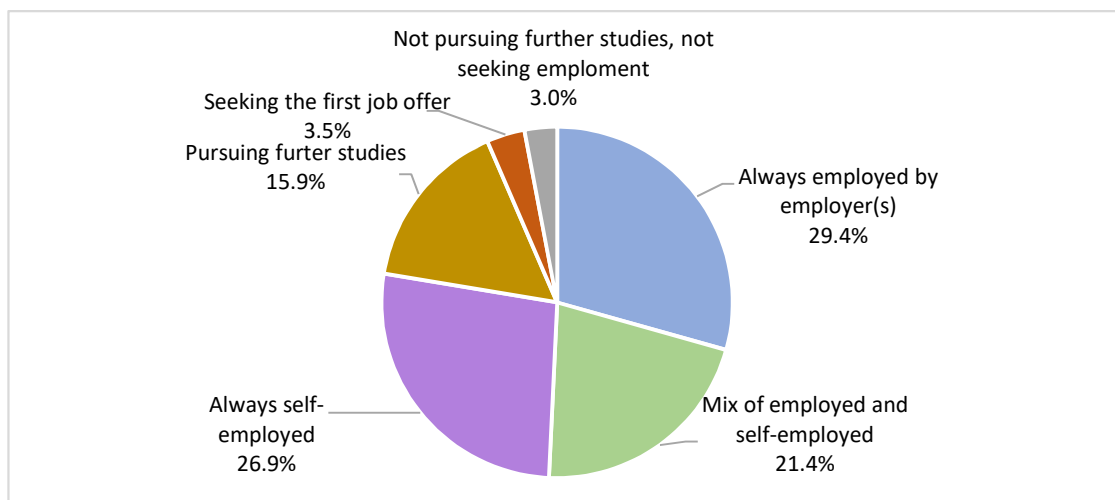
- 1.1 The overall level of respondents in employment or undertaking further studies was 93.5%.
- 1.2 50.7% of respondents had secured their first job offer before graduation.
- 1.3 66.7% of respondents have sought for a job and have received job offer(s). Among them:
 - 1.3.1 87.3% received their first job offer within 3 months.
 - 1.3.2 67.2% received 3 or more job offers. 6.95 job offers were received on average.
- 1.4 77.6% of respondents were in employment. Among them:
 - 1.4.1 37.8% were employed by employer(s), 34.6% were self-employed and 27.6% were a mix of employed and self-employed.
 - 1.4.2 75.6% of them worked 18 hours or more per week.
 - 1.4.3 62.8% worked in the Performing Arts sector, 39.1% in the Education sector and 21.8% in the Film, Video and Music sector.
 - 1.4.4 The mean and median of average monthly income were HK\$14,811 and HK\$13,067 respectively.
- 1.5 67.7% of respondents had gained some industry experience when studying at the Academy. Among those who have received job offer(s), 62.2% found the industry experience helpful to job seeking.
- 1.6 “Applying knowledge, skills and experience”, “thinking and acting independently” and “collaborating effectively with others” were the most valued learning experiences.

2. Survey Methodology

- 2.1 The survey was conducted in the form of online self-administered questionnaires to all 320 graduates and a total of 201 graduates have completed the survey. The response rate was 62.8%.

3. Recent Employment Status

3.1 The overall level of “always employed by employer(s)¹”, “always self-employed”, “mix of employed and self-employed” and pursued further studies was 93.5%.



3.2 The main reasons for respondents not seeking employment and not pursuing further studies were planning their career plan, taking a break and health issue.

3.3 The following table shows the overall rate of employment and further studies among the six Schools.

Employment Status	Chinese Opera	Dance	Drama	Film and Television	Music	Theatre and Entertainment Arts
Always employed by employer(s) [a]	22.2%	44.7%	32.4%	46.2%	11.8%	25.6%
Always self-employed [b]	22.2%	13.2%	29.4%	26.9%	31.4%	32.6%
Mix of employed and self-employed [c]	11.1%	13.2%	17.6%	26.9%	25.5%	25.6%
Pursuing further studies [d]	22.2%	23.7%	14.7%	-	21.6%	11.6%
Overall rate of employment and further studies [a+b+c+d]	77.8%	94.7%	94.1%	100.0%	90.2%	95.3%
Seeking the first job offer	-	2.6%	5.9%	-	3.9%	4.7%
Not pursuing further studies, not seeking employment	22.2%	2.6%	-	-	5.9%	-

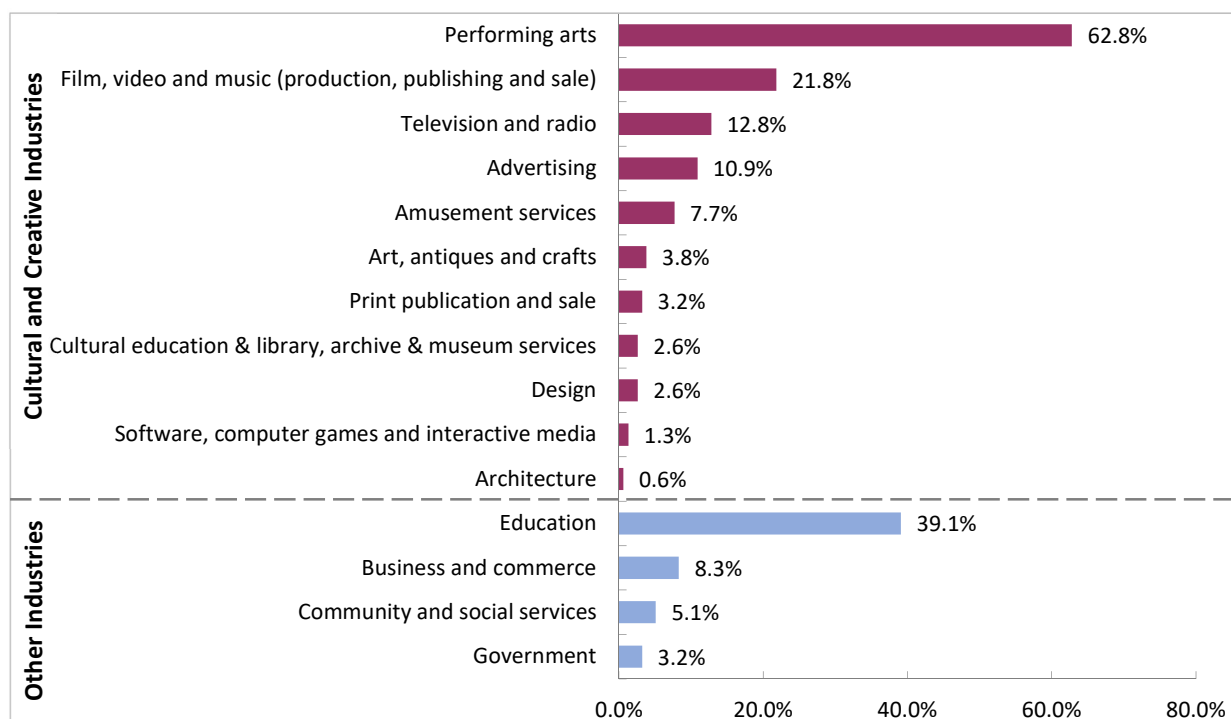
¹ Having full-time contract with one employer and working not less than 35 hours per week

3.4 The following table shows the overall level of employment and further studies among respondents' places of origin.

Employment Status	Local Graduate	Mainland Graduate	Other Non-local Graduate
Always employed by employer(s) [a]	26.4%	61.1%	20.0%
Always self-employed [b]	28.1%	11.1%	40.0%
Mix of employed and self-employed [c]	24.2%	-	-
Pursuing further studies [d]	16.3%	11.1%	20.0%
Overall rate of employment and further studies [a+b+c+d]	94.9%	83.3%	80.0%
Seeking the first job offer	2.8%	5.6%	20.0%
Not pursuing further studies, not seeking employment	2.2%	11.1%	-

4. Employment Details²

4.1 The following chart shows respondents' employment sector(s) since graduation. 62.8% of respondents in employment were working in the "performing arts" sector.



² Multiple response allowed as respondents might work with employment contracts from several employers, i.e. a portfolio career, or might have worked for more than 1 employer since graduation.

4.2 16.7% of the employed graduates were employed by the HAB-funded nine major performing arts groups.

4.3 The following table shows the major employers of the graduates.

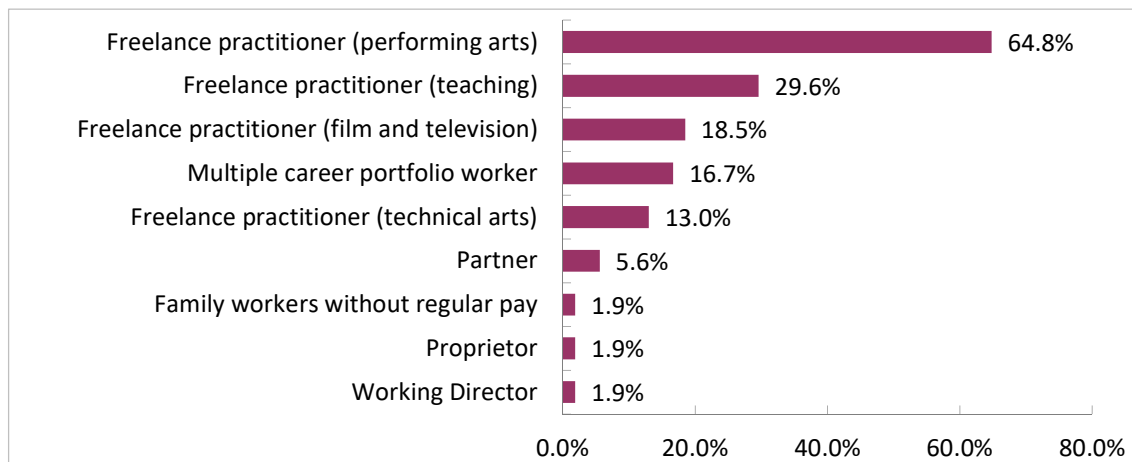
Major Employers	No. of Respondents	Percentage Employed
Nine Major Performing Arts Group	17	16.7%
- Chung Ying Theatre Company	6	5.9%
- Hong Kong Dance Company	6	5.9%
- Hong Kong Repertory Theatre	4	3.9%
- City Contemporary Dance Company	2	2.0%
- Hong Kong Ballet	2	2.0%
- Hong Kong Chinese Orchestra	2	2.0%
- Hong Kong Philharmonic Orchestra	1	1.0%
- Hong Kong Sinfonietta	0	0.0%
- Zuni Icosahedron	0	0.0%
Leisure and Cultural Services Department	8	7.8%
The Hong Kong Academy for Performing Arts	8	7.8%
Hong Kong Disneyland	7	6.9%
Ocean Park Hong Kong	3	2.9%
West Kowloon Cultural District Authority	2	2.0%

5. Self-Employment Details³

5.1 Freelance and project-based employment are popular options for performing arts graduates as this employment pattern allows flexibility to engage in various activities and to undertake further study.

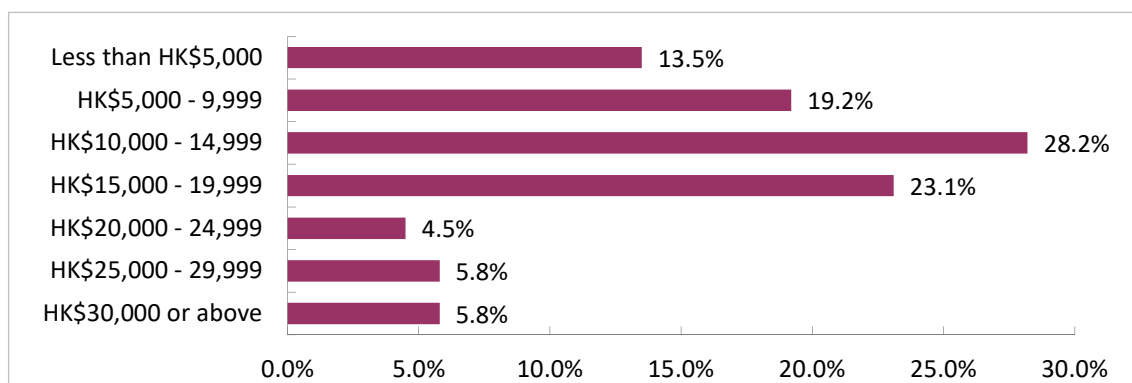
³ Multiple response allowed as respondents might work with employment contracts from several employers, i.e. a portfolio career.

5.2 The following chart shows the types of self-employment since graduation.



6. Average Monthly Income

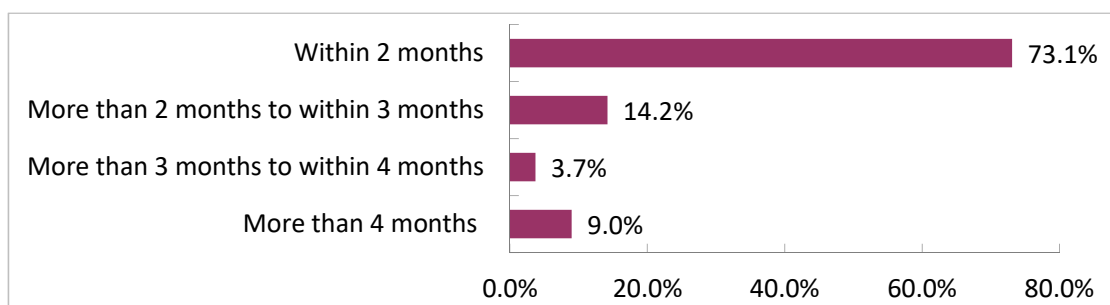
6.1 The average monthly income (including bonus, commission and other cash allowance) of the respondents was shown in the following chart. The mean and median of average monthly income were HK\$14,811 and HK\$13,067 respectively.



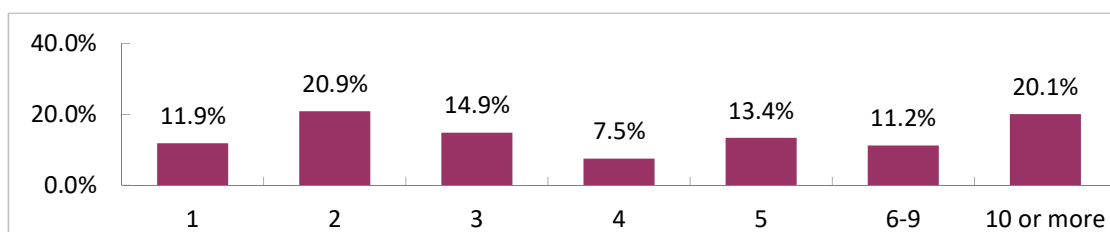
7. Job-hunting

7.1 50.7% of the respondents had secured their job offer before graduation.

7.2 Among those respondents who have received job offer(s), 73.1% of them received the first job offer within 2 months after starting job seeking.



7.3 The number of job offers (including any jobs with pay) received by the respondents was shown in the following chart. On average, respondents received 6.95 job offers.



7.4 Friends/Relatives (56.0%) and schoolmates (44.8%) were the two main sources of job opportunities or vacancies, followed by lecturers (27.6%), social media (19.4%) and employment agencies/recruitment websites (17.9%).

7.5 After the 4th wave of COVID-19 pandemic, the unemployment rate recovered and there were more job opportunities in the market for Academy graduates in 2020/21. According to the figures from Census and Statistics Department, among the Arts, Entertainment and Recreation industry, the unemployment rate was recovered from the highest 12.6% in 2021 Q1 to 4.0% in 2021 Q4.

8. Overall Learning Experiences

- 8.1 Those respondents who have received job offer(s) were invited to rate, in a scale of 0 to 10, how much skills they have learned during their time at the Academy and the importance of the various skills to their present jobs.
- 8.2 “Applying knowledge, skills and experience”, “thinking and acting independently” and “collaborating effectively with others” were the skills that respondents found to be relatively important and they learned much at the Academy, which were the most valued learning experiences at the Academy.

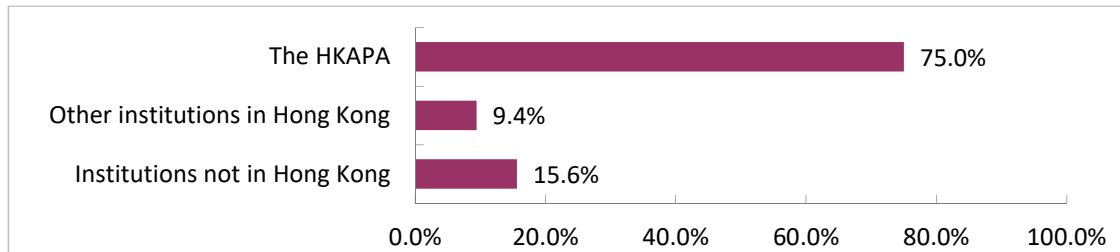
Job-related Skills	How Much Skill Learned	Importance
Applying Knowledge, Skills and Experience	7.58	8.58
Thinking and Acting Independently	7.40	8.31
Talking about Areas of Expertise	7.32	8.04
Collaborating Effectively with Others	7.17	8.49
Thinking Critically	7.07	8.24
Communicating Competently and Confidently	6.86	8.52
Demonstrating Creativity	6.73	8.00

9. Industry Experiences

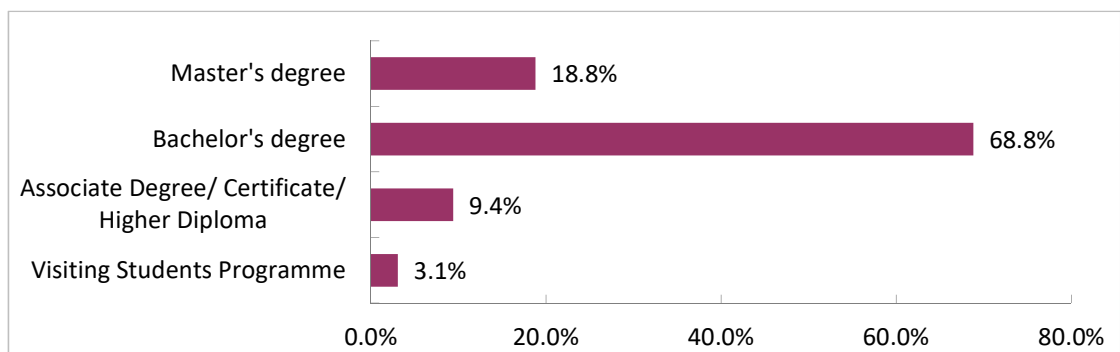
- 9.1 67.7% of the respondents gained industry experience, including internship, work experience, or performance experience when studying at the Academy.
- 9.2 Among these respondents, 54.4% of them gained the experience through the Academy (16.9% wholly and 37.5% partly).
- 9.3 Majority of these respondents gained industry experience from The Hong Kong Academy for Performing Arts (39.0%), Chung Ying Theatre Company (4.4%), Hong Kong Chinese Orchestra (2.9%), Hong Kong Disneyland (2.9%), Leisure and Cultural Services Department (2.2%) and Ocean Park Hong Kong (2.2%).
- 9.4 13.2% gained their industry experience in nine major performing arts groups.
- 9.5 62.2% of those respondents who had gained industry experience and had received job offer scored 7 or above out of 10 marks that the industry experience was helpful / very helpful to job seeking.

10. Further Studies

10.1 75.0% of those respondents who were pursuing further studies and have not received any job offer continued their study in the Academy.



10.2 68.8% of these respondents were studying Bachelor's Degree, while 18.8% were studying Master's Degree.



10.3 96.9% of these respondents were studying programmes related to performing arts.

11. Master's Programme

11.1 74.1% of Master's Degree respondents scored 7 or above out of 10 marks that obtaining a Master's Degree from the Academy had helped them to improve their career prospects.

11.2 When asked which areas of the Master's Degree had added value to their future careers, 70.4% replied that it was "Learning experience (academic)", 55.6% chose "Reputation of The HKAPA", 48.1% chose "Alumni and graduate networks", and 44.4% chose "Curriculum and teaching", "Learning experience (extra-curricular)" and "Professional networks" respectively.

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