

## Graduate Employment Survey 2018

### Summary

#### Key Findings

- The overall level of those in employment and undertaking further studies was more than 96%.
- Around 65% of respondents in employment were working in the “performing arts” sector.
- More than 61% of respondents secured their first job offer / project contract before graduation.
- More than 97% of respondents received a job offer within 2 or 3 months.
- More than 54% of respondents received 3 or more job offers / project contracts.
- More than 76% of respondents’ average monthly income was HK\$10,001-HK\$15,000 or above.
- “Apply my knowledge, skills and experience”, “communicate competently and confidently”, and “think and act independently” are the most valued learning experiences.

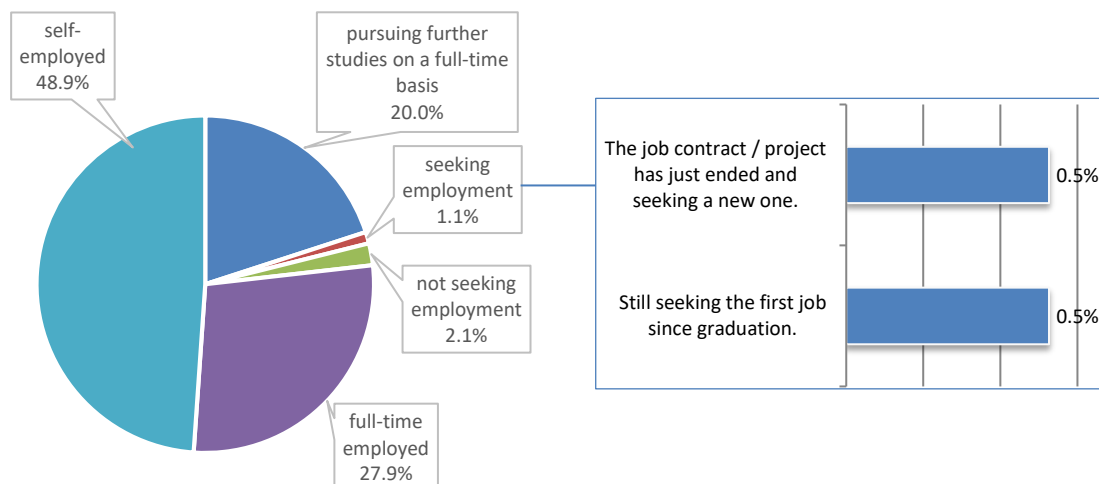
#### Recent Employment Status

The overall level of “full-time employment<sup>1</sup>”, “self-employment<sup>2</sup>” and “full-time further studies” was 96.8%. Among these respondents, 48.9% of them were “self-employed”, 27.9% were “full-time employed”, 20% were “pursuing further studies on a full-time basis”, 1.1% were “seeking employment”, and 2.1% were “not seeking employment”.

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

<sup>2</sup> Including working freelance with no employment contract, working with employment contracts from several employers, multiple career



The main reasons for respondents not seeking employment included planning to start / starting their own business / forming an art group, planning to pursue further studies, not yet decided on their career plan, and home making.

Among the six Schools, the overall level of employment and further studies was: the School of Dance, Drama, and Film and Television were 100%, the School of Music was 97.5%, the School of Theatre and Entertainment Arts was 92.6% and the School of Chinese Opera was 90.9%.

School	Recent Employment Status					
	Self-employed (a)	Full-time employed (b)	Pursuing further studies on a full-time basis (c)	overall rate of employment and further studies (a)+(b)+(c)	Seeking employment	Not currently seeking employment
Chinese Opera	45.5%	18.2%	27.3%	90.9%	0%	9.1%
Dance	50%	30%	20%	100%	0%	0%
Drama	62.1%	37.9%	0%	100%	0%	0%
Film and Television	53.8%	46.2%	0%	100%	0%	0%
Music	35%	7.5%	55%	97.5%	0%	2.5%
Theatre and Entertainment Arts	50%	29.6%	13%	92.6%	3.7%	3.7%

Regarding the respondents' places of origin, the overall rate of employment and further studies was 96.3% among local graduates, 100% among Mainland graduates, and 100% among graduates from other countries.

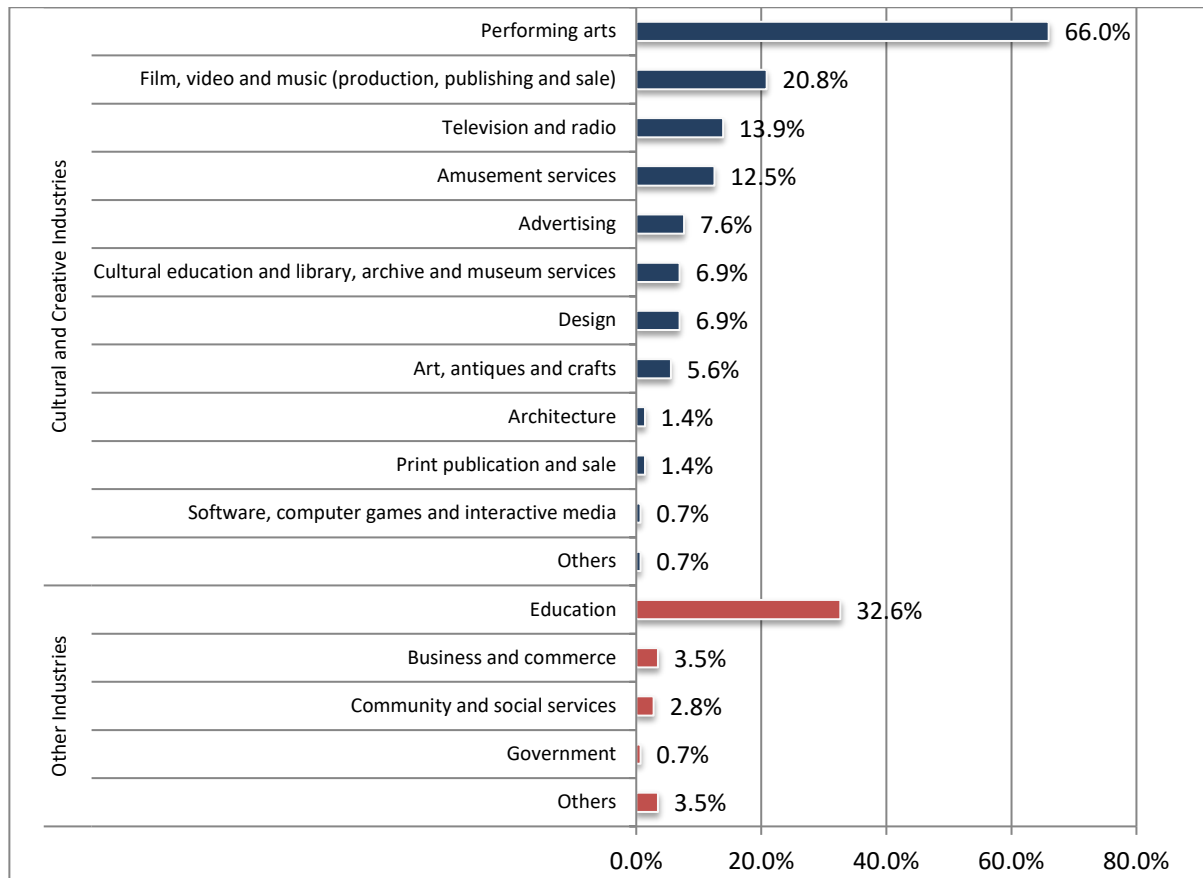
Place of Origin	Recent Employment Status					
	Self-employed (a)	Full-time employed (b)	Pursuing further studies on a full-time basis (c)	overall rate of employment and further studies (a)+(b)+(c)	Seeking employment	Not currently seeking employment
Local Graduate	50.6%	25%	20.7%	96.3%	1.2%	2.4%
Mainland Graduate	41.7%	41.7%	16.7%	100%	0%	0%
Other non-local Graduate	0%	100%	0%	100%	0%	0%

### Employment Details<sup>3</sup>

The major sectors in which graduates were full-time employed or self-employed included 66% in “performing arts”, 20.8% in “film, video and music (production, publishing and sale)”, 13.9% in “television and radio” and 12.5% in “amusement services”.<sup>4</sup>

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

<sup>4</sup> The classification of Cultural and Creative Industries took reference from the “Hong Kong Monthly Digest of Statistics (June 2018): The Cultural and Creative Industries in Hong Kong” (Census and Statistics Department).



33.3% of the working graduates were employed by the HAB-funded nine major performing arts groups.

Major employers of the graduates also included The Hong Kong Academy for Performing Arts, Hong Kong Disneyland, Hong Kong Repertory Theatre, West Kowloon Cultural District Authority, Leisure and Cultural Services Department, Ocean Park Hong Kong, City Contemporary Dance Company, Hong Kong Dance Company, Hong Kong Chinese Orchestra and Chung Ying Theatre Company.

Most Recent Employers	No. of Respondents	Percentage Employed
The Hong Kong Academy for Performing Arts	22	17.1%
Hong Kong Disneyland	10	7.8%
<b>Hong Kong Repertory Theatre*</b>	<b>10</b>	<b>7.8%</b>
West Kowloon Cultural District Authority	10	7.8%
Leisure and Cultural Services Department	9	7.0%
Ocean Park Hong Kong	9	7.0%
<b>City Contemporary Dance Company*</b>	<b>7</b>	<b>5.4%</b>
<b>Hong Kong Dance Company*</b>	<b>7</b>	<b>5.4%</b>
<b>Hong Kong Chinese Orchestra*</b>	<b>5</b>	<b>3.9%</b>
<b>Chung Ying Theatre Company*</b>	<b>4</b>	<b>3.1%</b>
<b>Hong Kong Philharmonic Orchestra*</b>	<b>3</b>	<b>2.3%</b>
<b>The Hong Kong Ballet*</b>	<b>3</b>	<b>2.3%</b>
<b>Hong Kong Sinfonietta*</b>	<b>2</b>	<b>1.6%</b>
<b>Zuni Icosahedron*</b>	<b>2</b>	<b>1.6%</b>

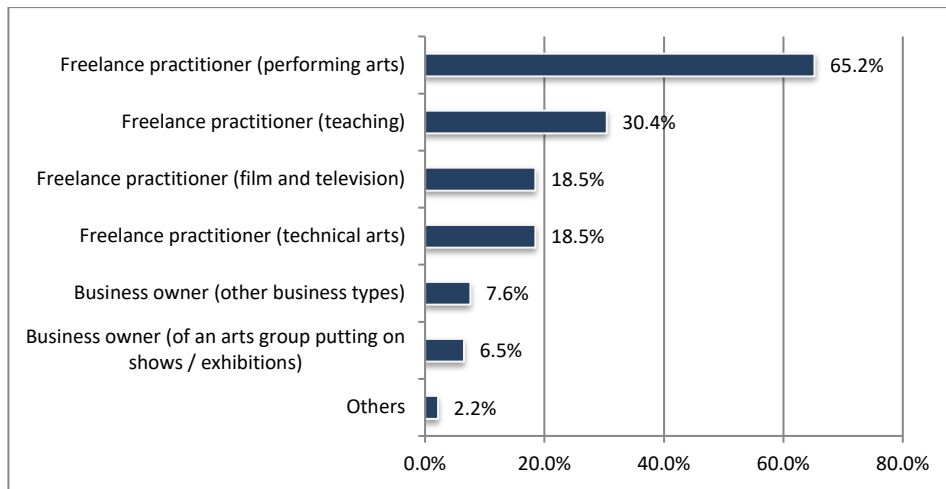
\* Nine major performing arts groups

### Self-Employment Details<sup>5</sup>

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.

Results showed that 65.2% of self-employed respondents were working as “freelance performance practitioners”, 30.4% were “freelance teaching practitioners”, 18.5% were “freelance technical arts practitioners” and “freelance film and television practitioners” respectively, 7.6% were running other businesses, and 6.5% were “arts group owners”.

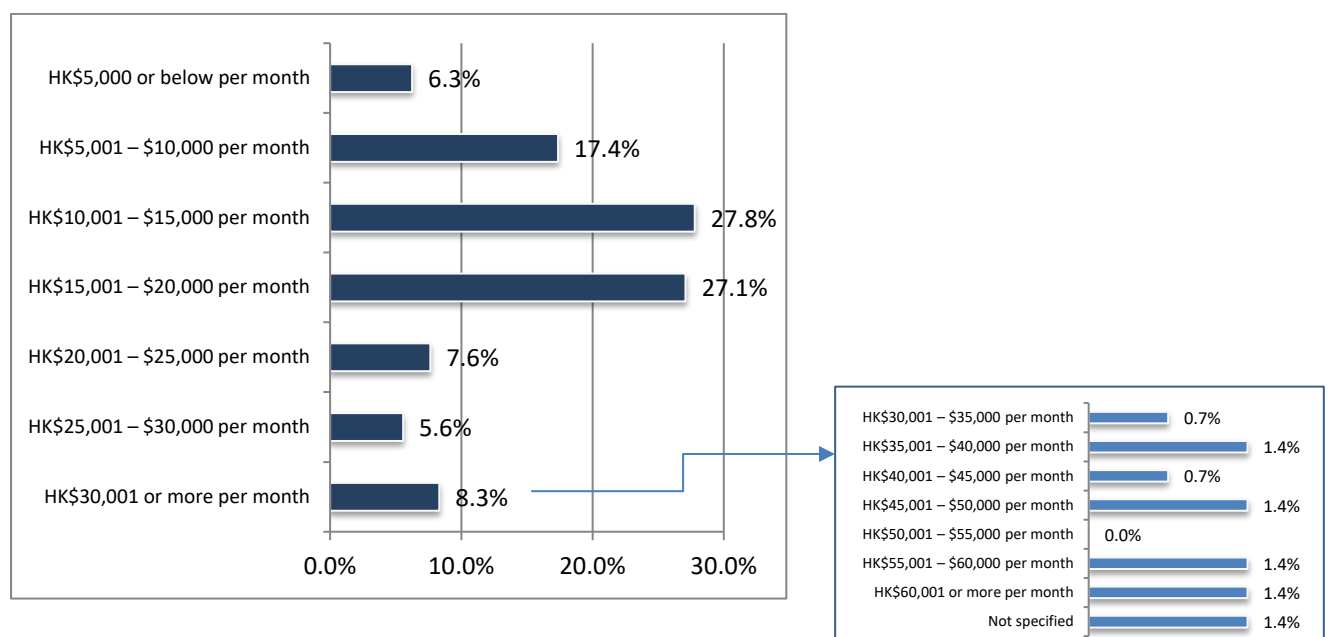
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### Average Monthly Income

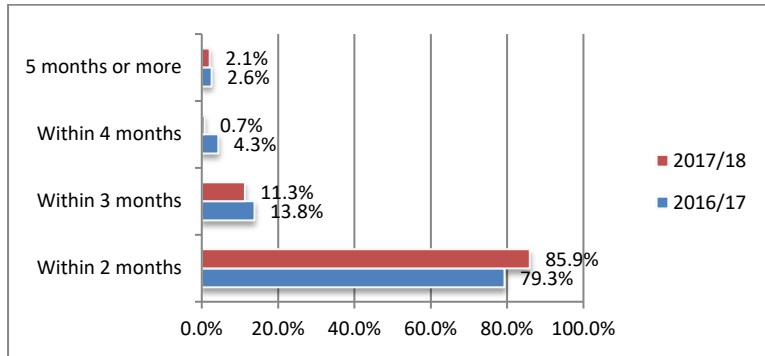
The average monthly income (including bonus, commission and other cash allowance) of the respondents was: 27.8% earned “HK\$10,001 – HK\$15,000” per month, 27.1% earned and “HK\$15,001 – HK\$20,000” per month.

Compared with the results in 2016/17, around 14.4% more of the graduates earned HK\$15,001 or more per month this year.



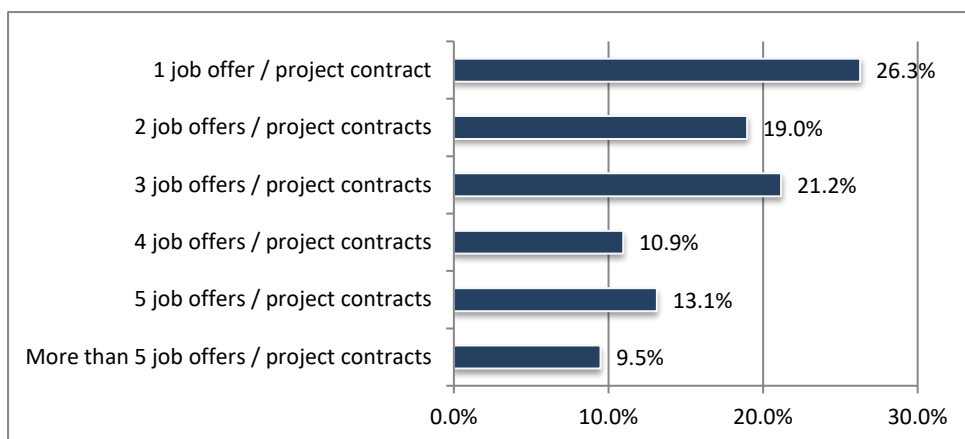
Job-hunting

85.9% of the employed respondents received their first job offer or project contract “within 2 months” after they started seeking employment. 11.3% of the respondents received an offer “within 3 months”, 0.7% “within 4 months” and 2.1% in “5 months or more”.



61.3% of the respondents received their first job offer before graduation.

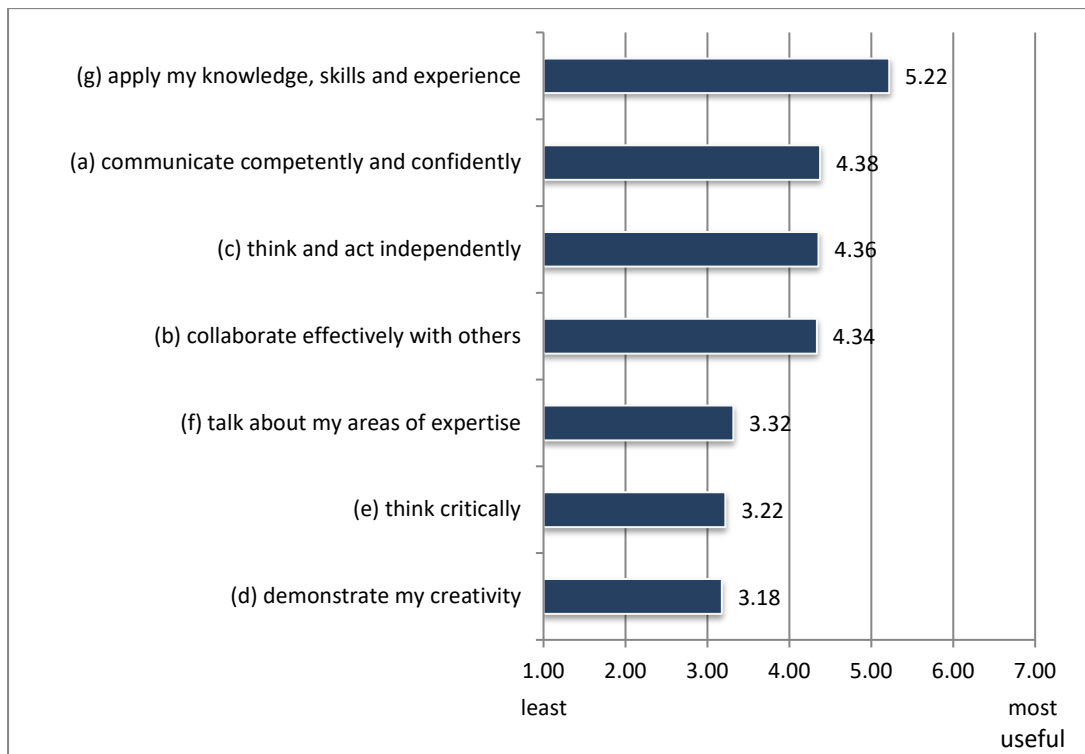
Regarding the number of job offers or project contracts received by the respondents, 26.3% had received “one offer”, 19% had received “two offers”, and 21.2% had received “three offers”. One of the respondents had received as many as 16 offers.



59.4% of the working respondents learnt about the job opportunity from their “friends or family members”, while 19.6% and 17.5% of them learnt about it from the “social media (Facebook, Twitter, LinkedIn, etc.) and their “previous employer” respectively.

Overall Learning Experiences

All the respondents were required to evaluate the usefulness to their present jobs of the various skills they had developed during their time at the Academy. The mean scores of each item would then be calculated to reflect the usefulness of each item; the higher the score of one item, the more useful the item was. The mean ratings of “apply my knowledge, skills and experience”, “communicate competently and confidently”, “think and act independently” and “collaborate effectively with others” scored above 4 out of 7 marks.



Industry Experiences

72.6% of the employed respondents gained industry experience, including internship, work experience, or performance experience either organised by the Academy or referred by the teachers of the Academy.



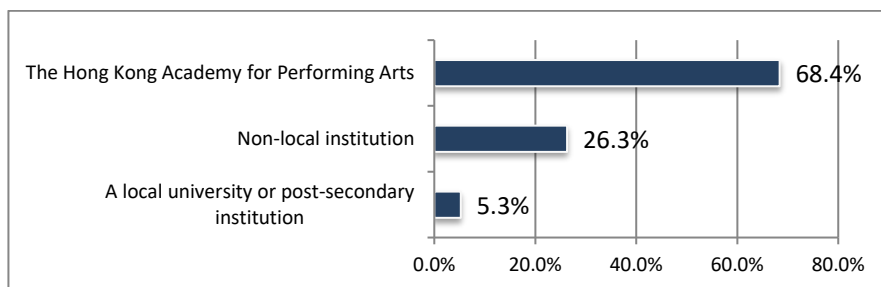
88.3% of these respondents gained such experience before graduation.

A majority of the industry experience was gained from the nine major performing arts groups, The Hong Kong Academy for Performing Arts, West Kowloon Cultural District Authority, Hong Kong Disneyland and Ocean Park Hong Kong.

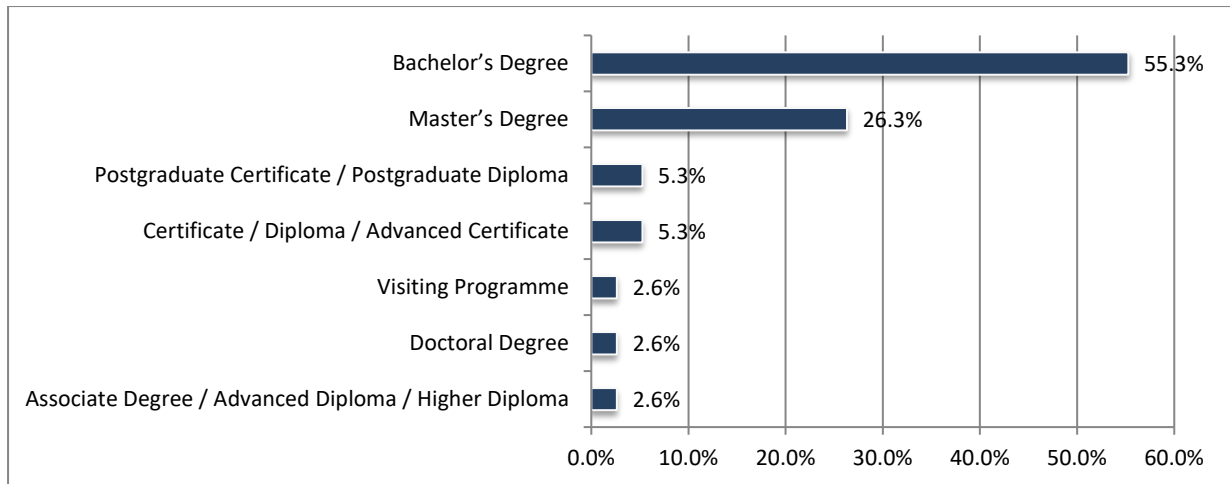
Half (50.9%) of them reflected that the industry experience was helpful / very helpful to secure job offers / project contracts.

### Further Studies

68.4% of the studying respondents were pursuing further studies in the Academy, 26.3% were studying in “non-local institutions” and 5.3% in “a local university or post-secondary institutions”.



2.6% of the studying respondents were enrolled in “Doctoral Degree” programme, 26.3% in “Master’s Degree”, 55.3% in “Bachelor’s Degree”, the rest of the respondents were enrolled in other programmes.



For those respondents who were now pursuing their Bachelor's Degree, 42.9% of them had been studying in the Diploma programmes, 28.6% in Fast Track Vocational Certificate in Theatre and Entertainment Arts of The HKAPA and 9.5% in Advanced Diploma programmes of The HKAPA.

### Master's Programme

80% of Master's Degree respondents considered that obtaining a Master's Degree from the Academy had helped them to improve their career prospects. When asked which areas of the Master's programmes had added value to their future careers, 74.2% replied that it was the "Reputation of HKAPA", 64.5% chose "Learning experience (extra-curricular)", 58.1% chose "Learning experience (academic)" and 41.9% chose "Curriculum and teaching".

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