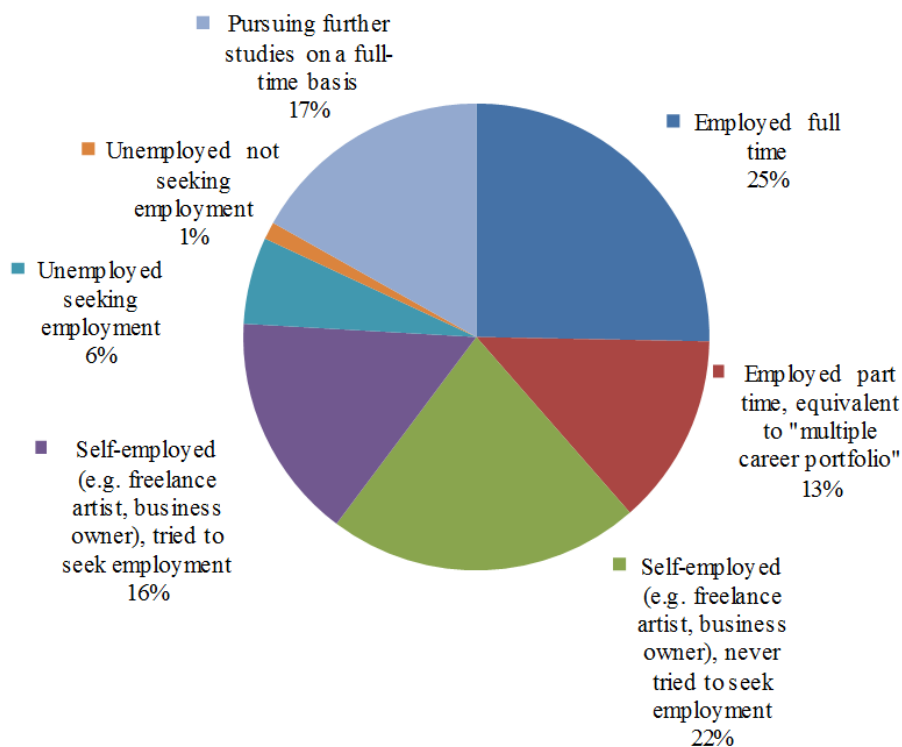


## Graduate Employment Survey 2015 Summary

### Current Employment Status

The overall rate of “employment”, including full time employment, self-employment and full-time further studies was 93%. Of the 38% of respondents who were in employment, 25% worked “full-time” and 13% worked “part-time”. Graduates employed part-time were often building portfolio or “multiple career” paths, a common form of employment in the performing arts sector. Of the 38% of respondents who reported that they were “self-employed”, 16% had “tried to seek employment”, such as freelance or project-based opportunities, whereas 22% had “never tried to seek employment”. 17% of respondents were “pursuing further studies on a full-time basis”, 6% were “unemployed and seeking employment” and 1% were “unemployed but not seeking employment”. The main reasons for respondents not seeking employment included a desire to have more time for other commitments and being able to take on a variety of different projects – freelance work being a desirable working style/pattern for performing artists, and often providing a higher income.

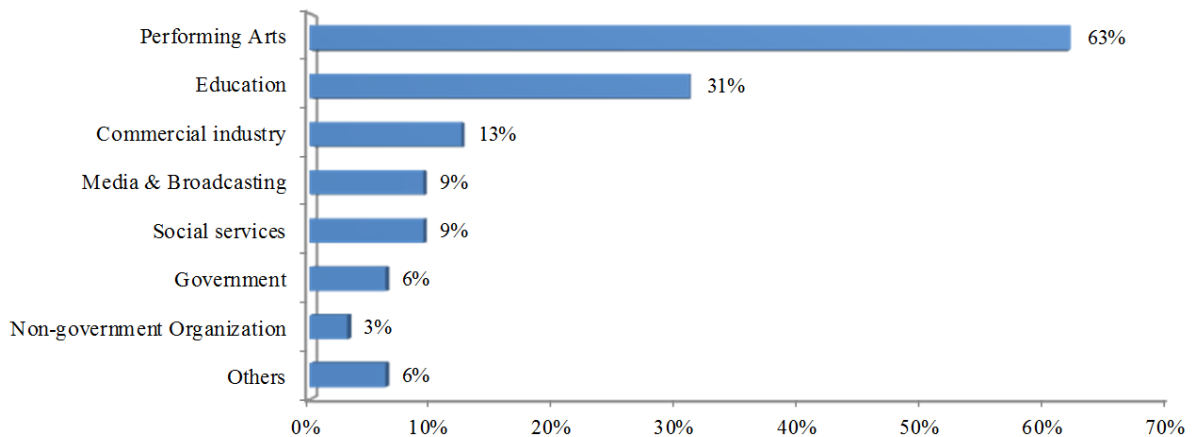


### Self-Employment Details

As noted, freelance and project-based employment are popular options for performing arts graduates as this employment pattern allows flexibility to engage in various activities and for further study. Results showed that 71% of “self-employed” respondents were “project based freelance artists”, another 42% were “teaching freelance artists”, while 19% had formed a performance or production group to engage in working within the cultural industries and another 16% were owners of their own business enterprises.

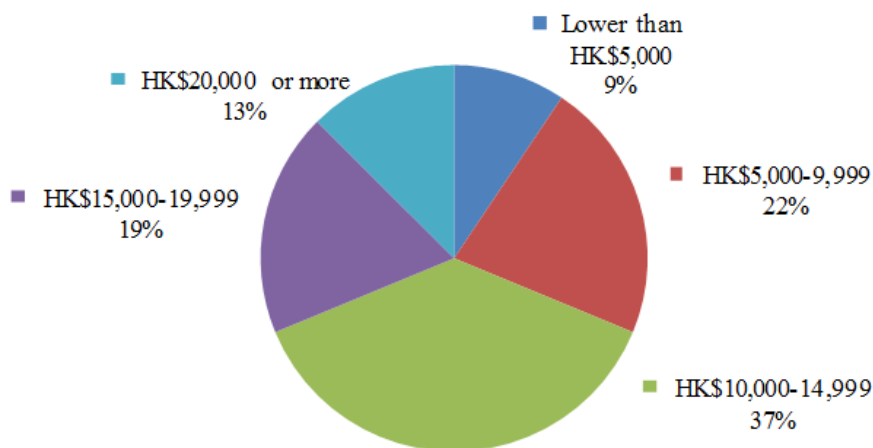
Employment Details

Among the respondents who were employed full-time or part-time, “performing arts” topped the list with 63% working in this sector, while 31% were in “education”, 13% in “commercial industry”, 9% in “media and broadcasting”, 9% in “social services”, 6% for “the Government”, 3% in “Non-government organisations”, and 6% in other sectors. Employers of Academy graduates included the HKSAR Government and major organisations such as Hong Kong Disneyland, City Contemporary Dance Company, Hong Kong Chinese Orchestra, and West Kowloon Cultural District Authority.



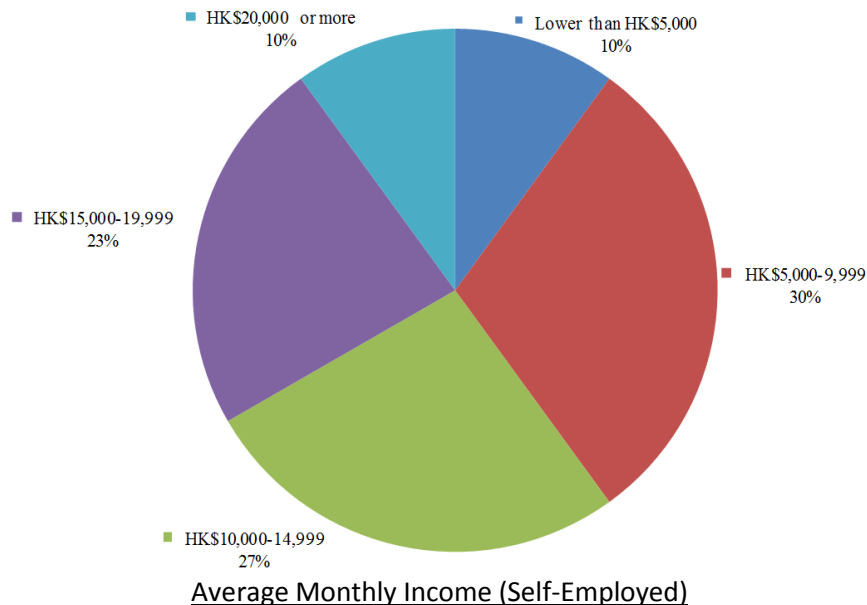
Average Monthly Income

When asked what their monthly salary was (including commission, bonus, etc.) at the time of the survey, 9% of the employed graduates reported they earned lower than HK\$5,000 a month, 22% of them earned HK\$5,000 – HK\$9,999 per month, 37% earned “HK\$10,000 – HK\$14,999” per month, 19% earned “HK\$15,000 – HK\$19,999” and 13% earned “HK\$20,000 or more” per month. The average monthly salary earned by these graduates was around \$12,000.



Average Monthly Income

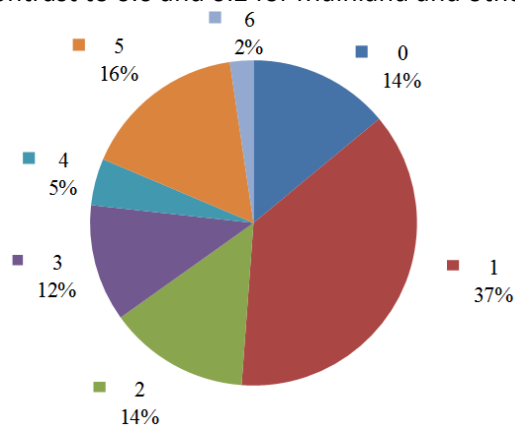
For graduates who were self-employed, 10% of them earned “lower than HK\$5,000” per month at the time of the survey, 30% earned “HK\$5,000 – HK\$9,999”, 27% earned “HK\$10,000 – HK\$14,999” and 23% earned “HK\$15,000 – HK\$19,999”. 10% of graduates earned “HK\$20,000 or more”. On average, respondents earned around \$12,000 per month.



### Job-hunting

As to whether they had a job offer secured before their graduation, 54% said “yes” and 46% said “no”. Results revealed that a majority of the respondents (69%) had received their first job offer or project contract “within 1 month” after they started job-hunting. 14% of the respondents got an offer “within 2 months”, 5% “within 3 months”, 10% “within 4 months” and 2% within “5 months or more”. The average time required for these graduates to get their first job offer or project contract was 1.6 months.

Regarding the number of job interviews or auditions the respondents had been invited to, 14% had none, 37% had one, 14% had two, 12% had three, 5% had four, 16% had five and 2% had six interviews or auditions. The average number of interviews or auditions these respondents had been invited to was 2.1. The majority of interviews or auditions took place in Hong Kong. The average number of interviews or auditions that took place in Hong Kong was 2.3 in contrast to 0.0 and 0.2 for Mainland and other places.



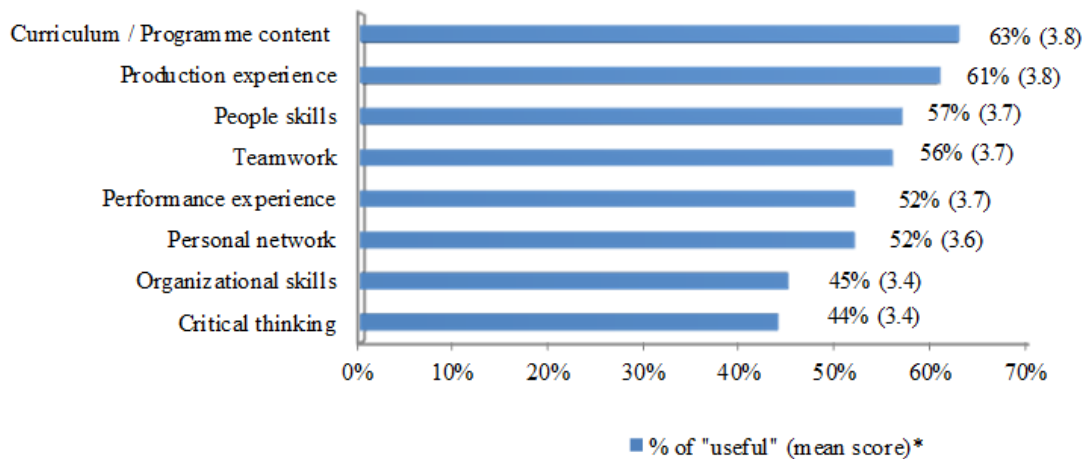
### Number of Interviews/Auditions

As for the number of job offers or project contracts received, 26% respondents had received one offer or contract, 29% had received two offers, 10% had received three offers, 2% had received four offers, 16% had received five offers, 3% had received nine offers, 3% had received ten offers, and 3% had received 25 offers, while 8% had received no offers. The average number of job offers or project contracts these respondents had received was 3.2.

### Overall Learning Experiences

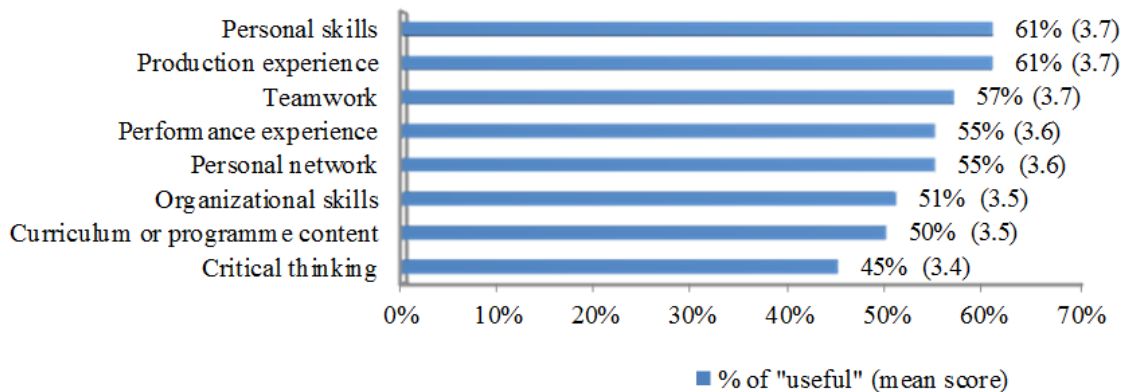
All the respondents were required to evaluate the usefulness of various skills they had acquired during their time at the Academy to their present jobs. Results showed that 63% found “curriculum or programme content”, 61% found “production experience”, 57% found “people skills”, 56% found “teamwork”, 52% found “performance experience”, and 52% found “personal network” useful to their current jobs.

Almost half of the graduates regarded “organizational skills” (45%) and “critical thinking” (44%) acquired during their time at the Academy “useful” to their current jobs. On a scale of 1 to 5, where 1 means “not useful at all” and 5 means “very useful”, the average ratings of the above mentioned skills fell within a narrow range from 3.4 to 3.8.



### Value of Learning Experience to Present Job

Respondents were asked to appraise how useful the skills they had learnt during their time at the Academy were to their future career development. Results revealed that 61% of the respondents each found “production experience” and “people skills” useful to their future career development, more than 50% of the respondents considered “teamwork”, “performance experience”, “personal network”, “organizational skills”, and “curriculum or programme content” useful. On a scale of 1 to 5 where 1 means “not useful at all” and 5 means “very useful” to their career development, the average ratings of the above mentioned skills were in the range of 3.4 - 3.7.

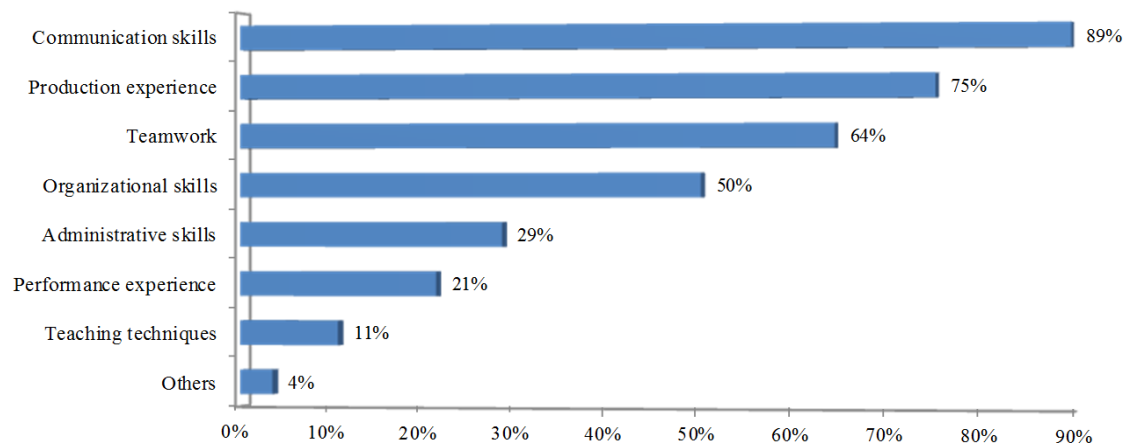


Value of Learning Experience to Future Career Development

### Internship Experiences

The results showed that 39% of the respondents had joined internship programmes as part of their programme of study at the Academy. Internship programmes ranged from two to 24 weeks. A majority, or 79% of these internship programmes, took place in Hong Kong. Other popular locations for internship programmes included Australia and the United Kingdom. Major performing arts organisations such as Hong Kong Disneyland, Theatre Noir, Chung Ying Theatre, Hong Kong Chinese Orchestra, West Australian Ballet offered internship opportunities to Academy students.

Skills learnt from Academy internship programmes that the respondents valued most highly included "communication skills" 89%, "production experience" 75%, "teamwork" 64%, "organizational skills" 50%, "administrative skills" 29%, "performance experience" 21%, "teaching techniques" 11% and 'others' 4%.



Highly Valued Skills Developed During Internships

– END –